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Human rights questions: human rights questions, including alternative approaches for improving the effective enjoyment of human rights and fundamental freedoms

Human rights and unilateral coercive measures

Report of the Secretary-General

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I. Introduction

1. The present report is submitted pursuant to General Assembly resolution 53/141 of 9 December 1998, entitled "Human rights and unilateral coercive measures".

2. In the above-mentioned resolution, the General Assembly:

- Requested the Secretary-General to bring that resolution to the attention of all Member States, to seek their views and information on the implications and negative effects of unilateral coercive measures on their populations and to submit accordingly a report thereon to the Assembly at its fifty-fourth session;
- Decided to examine that question on a priority basis at its fifty-fourth session under the sub-item entitled "Human rights questions, including alternative approaches for improving the effective enjoyment of human rights and fundamental freedoms".

3. In accordance with paragraph 7 of the resolution, the Secretary-General, in a note verbale dated 7 May 1999, invited Member States to transmit information relevant to the subject matter.

4. As at 23 July 1999, replies were received from the following Governments: Ecuador, Jamaica, Kuwait, and the Syrian Arab Republic. Any additional replies will be compiled and submitted as addenda to this report.

II. Replies received from Governments

Ecuador

[Original: Spanish]
[30 June 1999]

5. The Government of Ecuador wishes to state that, although the Ecuadorian population has not suffered from the measures censured in General Assembly resolution 53/141, Ecuador has invariably expressed its clear rejection of the philosophy and practice of such expedients.

6. As a State which respects international treaties and resolutions, Ecuador considers that the use of such measures is a clear violation not only of international treaty norms but also of the principles of *jus cogens*, which include the right of peoples to self-determination and the principle of non-intervention in a country's internal affairs. The use of unilateral coercive measures as a means of exerting political or economic pressure is an obvious breach of those principles and it adversely affects the enjoyment of human rights.

Jamaica

[Original: English]
[30 June 1999]

7. At the fifty-third session of the General Assembly, Jamaica voted in favour of resolution 53/141 and, in concert with its Caribbean Community (CARICOM) colleagues, reiterated its opposition to the extraterritorial application of national legislation that is incompatible with international law and the purposes and principles of the Charter of the United Nations.

8. Jamaica attaches significant importance to the strict observance of the principles of international law and to freedom of trade and navigation. Jamaica therefore opposes the use of unilateral coercive measures which run counter to international law and the sovereign equality of States. It is within this context that Jamaica has joined the international community in supporting the various United Nations resolutions against such measures as impede the full realization of the rights protected in the international human rights instruments.

9. While Jamaica has no direct experience of the effect of unilateral coercive measures, Jamaica is cognizant of the harmful impact these measures can have on affected countries, especially small developing countries, and their populace. Jamaica therefore endorses the call in General Assembly resolution 53/141 for the earliest possible revocation of such measures by those Member States that are implementing them.

Kuwait

[Original: Arabic]
[9 July 1999]

10. The competent Kuwaiti authorities, having studied the above-mentioned resolution, wish to reaffirm the considerable concern that the State of Kuwait is showing for human rights issues in all fields and in all forums, as illustrated by its participation at the highest political levels in the international gatherings that are held to that end. In particular, Shaikh Jaber al-Ahmad al-Sabah, the Amir of the State, graciously headed the Kuwaiti delegation participating in the Copenhagen Summit held in 1995, at which His Highness expressed the extent of Kuwait's concern and full

commitment to effective participation in endeavours to promote human rights issues in general and developmental issues in particular. He also emphasized the leading role that Kuwait was playing in dealing with developmental issues through its ongoing contributions in this regard, which confirmed its eagerness to play a leading role at the international level.

11. The State of Kuwait, being committed to those values and principles, is seeking to strengthen and develop all aspects of its foreign relations in keeping with its firm belief in the principles of international law concerning the need to promote closer friendly relations among States which are echoed not only in the purposes and principles set forth in the Charter of the United Nations and the charters of other regional organizations of which the State of Kuwait is a member but also in the internal policies that Kuwait is pursuing in furtherance of its foreign policy objectives. One of the fundamental purposes of the Charter of the United Nations is to strengthen international peace and security and promote respect for human rights, for the achievement of which specific principles are set forth in the Charter. These include, in particular, abstention from the use of force in international relations, the settlement of disputes by peaceful means, non-intervention in the internal affairs of other States, respect for the principles of good neighbourliness and other noble principles, all of which are conducive to the achievement of those purposes, and which the State of Kuwait regards as basic rules with which it has endeavoured to comply in its foreign policy and consequently, throughout its history, it has never taken any unilateral coercive measures not in accordance with international law and the Charter of the United Nations, nor has it exerted any political or economic pressure against any country.

12. There are numerous practical examples that confirm the strength and extent of Kuwait's commitment to the foreign policy that it formulated with a view to alleviating the financial burdens of the developing countries. In fact, it has diligently taken a number of steps to that end at both the national and the international levels. At the national level, it established the Kuwait Fund for Economic Development to support and further development projects in third world countries in order to combat poverty in general and enable those countries to ensure greater respect for human rights in their territory. It has also contributed actively to a number of international and regional funds established to promote economic and social development in various countries of the world, including the Kuwait-based Arab Fund for Economic and Social Development, the Islamic Development Bank and other financial and economic institutions established for that purpose, and which the State of Kuwait is diligently supporting so that they can achieve the noble, humanitarian aims for which they were established. At the same time, this also constitutes one of the forms of cooperation in which Kuwait is engaged at the international level through its collaboration with international bodies seeking to help the developing countries overcome their financial problems and the obstacles impeding their development. This cooperation is not confined to official endeavours undertaken by the Kuwaiti Government; the State is also encouraging national institutions and individuals to provide aid and assistance to those in need thereof in other countries, regardless of the origin or cause of that need which might be attributable to poverty, natural disasters, human conflicts or other causes of human suffering which the State of Kuwait is endeavouring to combat and alleviate.

13. A noteworthy initiative in this connection was graciously taken by His Highness the Amir of the State at the forty-fifth session of the United Nations General Assembly in 1990 when he announced the remission of the debts that countries owed to the State of Kuwait.

Syrian Arab Republic

[Original: Arabic]
[29 June 1999]

14. In keeping with its principles, the Syrian Arab Republic supported General Assembly resolution 53/141 of 9 December 1998, entitled "Human rights and unilateral coercive measures", in which the Assembly urged all States to refrain from adopting or implementing any unilateral measure not in accordance with international law and the Charter of the United Nations, in particular those of a coercive nature, which create obstacles to trade relations among States, thus impeding the full realization of the rights set forth in the Universal Declaration of Human Rights.

15. The Twelfth Summit of Heads of State or Government of Non-Aligned Countries, which was held at Durban on 2 and 3 September 1998, referred to unilateral coercive measures against particular countries and regarded them as contrary to the norms of international law and the purposes and principles of the United Nations.

16. The Eighth Organization of the Islamic Conference Summit, held at Tehran from 9 to 11 December 1997, urged States to regard unilateral measures of a political or economic nature by one country against another in violation of international law and standards as null and void.

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Fifty-fourth session
Item 124 of the provisional agenda*
Joint Inspection Unit

Implementation of the recommendations of the Joint Inspection Unit

Report of the Secretary-General

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I. Introduction

1. By its resolution 2924 B (XXVII) of 24 November 1972, the General Assembly requested the Secretary-General to submit to it annually a report on the implementation of the recommendations of the Joint Inspection Unit and, by its resolution 44/184 of 19 December 1989, it specified that such reports should include the recommendations of the Unit and any decisions of the Assembly and other governing bodies. The present report is submitted in accordance with the above decisions and contains detailed information on the status of implementation of the recommendations contained in 13 reports of the Joint Inspection Unit. To reduce the volume of the present document, relevant recommendations of the Unit are rendered in a succinct form.

II. Involvement of the United Nations system in providing and coordinating humanitarian assistance

2. A report of the Joint Inspection Unit on the involvement of the United Nations system in providing and coordinating humanitarian assistance and the comments of the Administrative Committee on Coordination thereon (see A/50/687 and A/51/442, respectively) were submitted to the General Assembly during its fiftieth and fifty-first sessions.

> **Recommendation 1.** *The Department of Humanitarian Affairs, through Inter-Agency Standing Committee arrangements, and executive heads and governing bodies of the concerned United Nations agencies, should adopt a global policy agreement with common strategies and clearly defined objectives for humanitarian assistance programmes.*

3. The Office for the Coordination of Humanitarian Affairs, through the Consolidated Inter-Agency Appeal Process has developed a strategic approach towards humanitarian assistance programmes. The Process is based on an overall strategy that enables the United Nations system to set clear goals and define priorities for the humanitarian programme in a given country. It further provides a framework for joint programming, establishment of common priorities and joint mobilization of resources. Between 1992 and 1998, the Office launched 94 consolidated appeals on behalf of the partner humanitarian organizations, raising US$ 12.5 billion overall.

4. In addition, the development of strategic frameworks in countries of crisis is a clear example of the shift from a fragmented approach to a global strategy. The strategic framework has been developed with the aim of defining a coherent and effective United Nations response for a particular country in crisis. It outlines the principles, goals and institutional arrangements for a more coherent, effective and integrated political strategy and assistance programme. It also provides a common conceptual tool to identify, analyse and assign priorities to key issues and activities on the basis of shared principles and objectives. The strategic framework comprises a political strategy and field-based arrangements for the common programming of international assistance. It has been put in place in Afghanistan and is being considered for Sierra Leone.

> **Recommendation 2.** *Relief agencies of the United Nations system should develop humanitarian assistance frameworks that incorporate and enhance indigenous coping mechanisms in complex emergencies. In countries where there is partial or total collapse of central authority, or where conditions of war exist, the agencies of the system should use, as much as possible, the national services and service-related community and governing structures available, such as hospitals, clinics, schools and agricultural services.*

5. The issue of indigenous coping mechanisms has been addressed thoroughly by the Inter-Agency Standing Committee and has evolved into a policy supported by it and is reflected in the Consolidated Appeal Process. Where national and local structures have been destroyed or damaged, relief agencies have made efforts to assist in their rapid recovery and to promote the timely transfer of relief operations from international relief agencies and non-governmental organizations.

> **Recommendation 3.** *The Inter-Agency Standing Committee should accelerate procedures to increase the participation of the organized civilian component in complex emergencies.*

6. The Military and Civil Defence Unit, established in response to a decision taken by the Inter-Agency Standing Committee in November 1995, has become operational and responds to both natural disasters and complex emergencies.

7. The mission of the Military and Civil Defence Unit is to ensure the most effective use of military or civil defence assets in support of all types of humanitarian operations, in which their use is appropriate. Its aim is the provision of timely, sufficient and cost-effective support by military or civil defence assets to concerned humanitarian agencies as

and when requested. This goal is attained through the accomplishment of multiple tasks, *inter alia*: to provide Governments, regional organizations, military and civil defence organizations with a focal point within the United Nations humanitarian community; to develop, improve and maintain up-to-date information on preparedness and response measures related to military and civil defence support to humanitarian operations; to facilitate the provision of support services to requesting bodies during humanitarian crisis situations; and to bring to the immediate attention of the Emergency Relief Coordinator any potentially competing operational demands for military or civil defence assets.

> **Recommendation 4.** *The Inter-Agency Standing Committee should increase lateral cooperation with other coordination mechanisms of the system, including the Administrative Committee on Coordination and the Joint Consultative Group on Policy. It should also increase lateral participation and coordination with the relevant Offices of the United Nations. This lateral cooperation should be used to address policy deficiencies and speed up the decision-making process.*

8. Since the issuance of the report of the Joint Inspection Unit, the reform programme of the Secretary-General reorganized the management of the Secretariat's work programme around five areas, one of which was humanitarian affairs. Subsequently, the Executive Committee on Humanitarian Affairs was established to ensure complementary and lateral cooperation not only with humanitarian organizations but also with the political and peacekeeping departments of the United Nations Secretariat as a means of sharing perspectives on humanitarian crises and issues.

9. In addition to the Executive Committee on Humanitarian Affairs, the Inter-Agency Standing Committee brings together all major humanitarian actors, both within and outside the United Nations system. It works to develop a shared analysis of a given crisis and to ensure inter-agency decision-making on the response to complex emergencies, as well as on the development of humanitarian policies.

> **Recommendation 5.** *The Department of Humanitarian Affairs, in its coordination role, should increase its efforts to establish planning frameworks for relief operations for both natural and complex emergencies before an emergency in the field occurs, which should include, inter alia, the following: (a) planning for the initial strengthening of field-based support mechanisms in the office of the Resident Coordinator and gradual commensurate strengthening of country-level capacities to respond to the emerging situation; (b) focusing on issues of common concern; (c) establishing formal and binding logistic coordination arrangements; (d) adopting clear, situation-specific division of labour; (e) systematically extracting successful and unsuccessful relief operation frameworks as lessons learned.*

10. Since the establishment of the Office for the Coordination of Humanitarian Affairs, joint efforts have been undertaken with the humanitarian agencies to make the Consolidated Appeals Process a strategic programming instrument.

11. Contingency planning in emergency or deterioration of crisis has also served as a tool for coordinating responses. In this regard, the Office for the Coordination of Humanitarian Affairs, together with its humanitarian partners, has made contingency plans for possible interventions when faced with the threat of a major humanitarian crisis that would go beyond that with which a single agency or existing programmes could cope. Such planning is based on a common analysis of the situation and the possible outcome. It involves taking joint decisions on a course of action for each scenario, determining a suitable humanitarian coordination mechanism, dividing roles and responsibilities among operational agencies, stocking and positioning relief items, and making logistical arrangements. In 1998, the Office for the Coordination of Humanitarian Affairs led contingency planning in five countries and regions.

12. In addition, as humanitarian crises emerge, the Office, together with its humanitarian partners, moves to determine humanitarian needs and puts in place appropriate coordination mechanisms on the ground. In this context, the Office has organized and led several inter-agency assessment missions.

13. The Office for the Coordination of Humanitarian Affairs has undertaken lessons-learned studies in the Great Lakes region, as well as in Afghanistan. It intends to continue to do so for future natural disasters and complex emergencies.

> **Recommendation 6.** *The organizations of the United Nations system should increase efforts to tighten field coordination: (a) roles and functions of the main coordinators and sub-coordinators in the field have to be clearly defined and implemented; (b) emergency teams and managers in ongoing operations should be delegated more authority; (c) information on resource availability and a pipeline should be made available*

to the field to allow responsible decisions to be taken; (d) the role and office of the Resident Coordinator should continue to be reinforced through disaster management training; (e) more resources should be allocated to the disaster assessment and coordination team and to emergency telecommunications equipment.

14. Most of the issues raised above concerning increased efforts to strengthen field coordination have been implemented. In this context, the terms of reference of humanitarian coordinators, who usually also serve as resident coordinators, have been defined. Humanitarian coordinators work closely with the United Nations humanitarian agencies, as well as with non-governmental and international organizations delivering assistance, to ensure a coherent and timely response.

15. Further, the Office for the Coordination of Humanitarian Affairs is in the process of finalizing a paper on the respective roles of and relationship between humanitarian coordinators and the special representatives of the Secretary-General, for approval by the Executive Committee on Humanitarian Affairs.

16. Financial arrangements to support the field have also been put into place. Thus, in 1999, the Office for the Coordination of Humanitarian Affairs has extended the contracts of field staff up to 12 months. Close working relations between the Office and the Department of Management of the United Nations Secretariat have led to the delegation of more authority at the field level. Humanitarian coordinators, with the support of the United Nations Development Programme (UNDP), may now undertake local procurement. Training of humanitarian coordinators has also been carried out.

Recommendation 7. *The Department of Humanitarian Affairs should improve its guidelines for the Consolidated Appeal Process. Agencies which do not participate in the Process should be discouraged from receiving access to the Central Emergency Revolving Fund and should be held responsible for projections made as to their requirements.*

17. In May 1998, the Inter-Agency Standing Committee set up a working group on strengthening the Consolidated Appeal Process to work systematically on improving the various aspects of the process. These improvements focus on better needs assessment, prioritized programming and establishment of a mechanism to monitor the resource flow and implementation of programmes at the country level. Several instruments, such as technical guidelines for the Consolidated Appeal Process, a summary presentation for practitioners and a document on commonly asked questions on the Process, have been produced to assist the country teams.

18. In addition, the Office for the Coordination of Humanitarian Affairs has organized training workshops on the Consolidated Appeal Process for sensitizing and orienting staff to the new thinking and approaches in improving the system. The Office will continue to build a cadre of expertise, drawn from cooperating agencies of the Inter-Agency Standing Committee and its own internal human resources, in order to improve the processes and end-product in these domains. This will be done in close cooperation with governmental partners in order to ensure that their own programming and monitoring expertise is durably enhanced.

Recommendation 8. *The Inter-Agency Standing Committee should convene a workshop composed of experts from all of the participating relief departments of United Nations system agencies and non-governmental agencies to assess the status and progress of all humanitarian assistance operations under way. Round-table meetings and coordination forums should also be held intermittently with national Governments.*

19. The Inter-Agency Standing Committee has been doing that mentioned in recommendations 7 and 8 of the Joint Inspection Unit. Meetings with national Governments and relevant local authorities to discuss priority issues for relief assistance have been held on a regular basis in countries in which emergency operations take place.

Recommendation 9. *Each organization should act urgently, within the framework of its mandate, to further streamline administrative measures that would provide rapid field response. These should include: (a) greater flexibility and speed in United Nations financial and related procurement and contracting rules; (b) greater flexibility in United Nations emergency procedures for rapid staff deployment and for issuing contracts for establishing local contract committees and local purchases; (c) improved and simpler procedures for the release of emergency stockpiles; (d) improved stand-by rosters of trained human resources to fill pre-established posts; (e) increased availability and creation of stand-by military airlift capacity; (f) increased use of telecommunications, such as electronic mail.*

20. In 1998, the Economic and Social Council reiterated the need for coordinated humanitarian assistance and

adequate financial resources to ensure an ongoing capacity for a prompt, timely and effective response by the United Nations system to natural disasters and other emergencies.[1] In this context, the Office for the Coordination of Humanitarian Affairs has worked closely with the Department of Management on delegation of authority for financial matters and simplified arrangements for procurement.

21. Strengthening of ReliefWeb (http://www.reliefweb.int) as a way of disseminating information has been undertaken. ReliefWeb provides up-to-date information on complex emergencies and natural disasters collected from over 170 sources. Further, OCHA-Online which is linked to ReliefWeb, provides information specific to the work of the Office for the Coordination of Humanitarian Affairs.

22. In addition, the integrated regional information networks, based in the field, provide information and analyses from a regional perspective to a variety of audiences Network offices issue daily and weekly reports for over 4,000 subscribers. It is estimated that they reach at least 10,000 readers around the world.

> **Recommendation 10**. *The Secretary-General should establish an inter-agency early warning centre which would have access to all early warning information available throughout the United Nations system as a means to alert decision-makers and mobilize an early response. The Humanitarian Early Warning System (HEWS) is an important step in that direction, and should be a central element of such an early warning centre.*

23. Substantial steps have been taken to include coordination in the areas of early warning, both within the Secretariat and with humanitarian agencies. The framework for coordination has further been refined to focus on early warning and prevention, with the participation of the Department of Political Affairs, the Department of Peacekeeping Operations, the Office of the United Nations High Commissioner for Human Rights, the Office for the Coordination of Humanitarian Affairs and the United Nations Development Programme. The World Food Programme (WFP), the United Nations Children's Fund (UNICEF), the Office of the United Nations High Commissioner for Refugees (UNHCR), the Food and Agriculture Organization of the United Nations (FAO) and the World Health Organization (WHO) are also involved in the country analysis and assessment.

> **Recommendation 11**. *Coordination is essential, in particular where multiple partners and peacekeeping operations are involved in the field, and should be administered by consensus. The Department of Humanitarian Affairs should retain and strengthen its coordination role but not overlap with operational agencies despite lacunae in mandates.*

24. Following the reform undertaken by the Secretary-General, the work of the Office for the Coordination of Humanitarian Affairs is focused on three core areas: (a) policy development and coordination functions in support of the Secretary-General, ensuring that all humanitarian issues, including those which fall in between existing mandates of agencies, such as protection and assistance for internally displaced persons, are addressed; (b) advocacy of humanitarian issues with political organs, notably the Security Council; and (c) coordination of humanitarian emergency response by ensuring that an appropriate response mechanism is established on the ground through consultations in the Inter-Agency Standing Committee. Therefore, the effectiveness of the Office has been enhanced by a sharper focus, more active inter-agency cooperation and a streamlining of procedures in support of field coordination. The Office is no longer operational and therefore does not overlap with the work of the humanitarian agencies.

> **Recommendation 12.** *Member Governments might wish to reconsider increasing the Central Emergency Revolving Fund by an additional US$ 30 million, for rehabilitation and transitional phases of relief operations.*

25. Since the issuance of the report of the Joint Inspection Unit in 1995, the Central Emergency Revolving Fund has not been as actively used as it was during the period 1993-1995. There would therefore be no need at the present stage to request an increase in the Fund.

III. Advancement of the status of women in the United Nations Secretariat in an era of "human resources management" and "accountability": a new beginning?

26. A report of the Joint Inspection Unit on the advancement of the status of women in the Secretariat and the comments of the Secretary-General thereon were submitted to the General Assembly at its forty-ninth session (see A/49/176 and Add.1). In its resolution 49/222 of 23 December 1994, the General Assembly took note with appreciation of the report.

Recommendation 1. *The Secretary-General should continue providing to the General Assembly a comprehensive biennial report on human resources management issues.*

27. In 1994, the Secretary-General's strategy for the management of the human resources of the Organization was presented to the General Assembly at its forty-ninth session (A/C.5/49/5). In 1996, a comprehensive report on the implementation of the strategy was submitted to the Assembly (A/C.5/51/1).

28. In 1997, the Secretary-General presented his programme for reform of the Organization to the Assembly (A/51/950 and Corr.1 and Add.1-7), in which he outlined, *inter alia*, his vision for strengthening the staff of the United Nations. Subsequently, in January 1998, the Secretary-General established the Task Force on Human Resources Management, comprised of human resources experts from the public and private sectors throughout the world and chaired by the Assistant Secretary-General for Human Resources Management, to conduct a comprehensive review of human resources management in the Organization. The report of the Secretary-General on human resources management reform (A/53/414), submitted to the General Assembly at its fifty-third session, builds upon the 1994 strategy and draws extensively on the recommendations of the Task Force. The report focuses on the direction, work in progress and future action in five major areas: human resources planning; recruitment and placement; staff administration; staff development, performance management and career support; and conditions of service. The Secretary-General also submitted a consolidated report to the General Assembly at its fifty-third session (A/53/342), in response to the omnibus General Assembly resolution 51/266 of 23 April 1997.

Recommendation 2. *The Secretary-General should strengthen the capacities of the Office of Human Resources Management by creating a small planning and analysis unit; enhancing human resources management skills of the staff of the Office; and regularly reviewing workloads and staffing to ensure the capacity of the Office to carry out its critical management responsibilities.*

29. In 1996, a planning and development service was established in the Office of the Assistant Secretary-General, Office of Human Resources Management. In the context of the reorganization of the Office, the functions of the planning and development service relating to human resources planning were merged with those of the information systems unit in order to derive maximum benefit from the implementation of the Integrated Management Information System. The present Human Resources Planning and Management Information Systems Service, *inter alia*, monitors and forecasts evolutions in the workforce and identifies trends. Work has begun on making human resources planning a part of an integrated management system that enables programme managers to make informed decisions on human resources requirements throughout the Secretariat.

30. After the establishment in 1995 of clusters within the Operational Services Division of the Office, which would be responsible for the provision of integrated human resources management support and services to departments, all affected staff of the Office received training in the various human resources management specialities. Nearly all middle-level and senior-level managers in the Office have participated in the people management training programme. General Service staff have also attended the supervisory skills development programme.

Recommendation 3. *The Secretary-General should greatly increase accountability and follow-up in human resources management programmes through an emphasis on much more substantive data and analysis, and by inclusion, in the biennial human resources management report, of systematic follow-up of reviews made by oversight bodies.*

31. In order to respond to the need for more complete and comprehensive reporting on human resources issues, the annual report of the Secretary-General to the General Assembly on the composition of the Secretariat was expanded in 1997 to include a section which analyses the major demographic characteristics of Secretariat staff including, but not limited to, age, gender, nationality, time in grade and mobility. The Office of Human Resources Management also provides updated information to heads of departments on a regular basis. Commencing in 1999, the Assistant Secretary-General for Human Resources Management is initiating human resources planning meetings with heads of departments which will highlight, *inter alia*, gender issues. These meetings will serve as a mechanism to review compliance of managers with General Assembly mandates.

32. The Office of Human Resources Management is working with the Department of Management and the Office of the Deputy Secretary-General to develop an effective accountability system for monitoring authority delegated to heads of departments and offices in human resources management. A small unit has also been established within

the Office of Human Resources Management to monitor delegations of authority in human resources management.

Recommendation 4. *The 1991-1995 action programme for improvement of the status of women should be replaced by a results-oriented programme which combines existing policies and strategies, with a strong new emphasis on transparency, accountability and results.*

33. The 1991-1995 action programme for improvement of the status of women was replaced by the strategic plan of action for the improvement of the status of women in the Secretariat for the period 1995-2000. This plan stressed that the institution of targets for improvement in women's representation would have to be coupled with managerial commitment and strategic action in such areas as human resources planning and information/database development, recruitment, placement and promotion monitoring, training, appraisal and follow-up. The establishment of clear policies and the communication of these to all staff would also enhance transparency and accountability in human resources management.

34. A Secretary-General's bulletin on policies to achieve gender equality in the United Nations was issued in January 1996 (ST/SGB/282), together with an administrative instruction on special measures for the achievement of gender equality (ST/AI/412) which consolidated into one administrative issuance all of the special measures introduced to clarify and strengthen policies. A revised administrative instruction will be issued in the near future.

35. In February 1997, the Secretary-General appointed the Special Adviser on Gender Issues and Advancement of Women at the level of Assistant Secretary-General. In addition to direction and oversight of the work programme of the Division for the Advancement of Women in the Department of Economic and Social Affairs, the Special Adviser reports directly to the Secretary-General on issues of gender equality and gender balance in the Secretariat. Further to the establishment of this post, the Office of the Focal Point for Women in the Secretariat was transferred from the Office of Human Resources Management to the Office of the Special Adviser. Resources for the programme were augmented in the programme budget for the biennium 1998-1999 by the addition of a P-4 post responsible for policy research, in particular on strategies for improving the status of women.

36. Gender issues, including new initiatives for the achievement of gender equality, are reviewed in meetings of the Senior Management Group which was established in 1997 and is chaired by the Secretary-General. The Secretary-General has also instituted quarterly reviews by the Group of progress made in meeting gender equality goals in Secretariat departments and United Nations funds and programmes.

37. The Steering Committee for the Improvement of the Status of Women in the Secretariat was established as an advisory body to the Secretary-General in March 1986 (see ST/SGB/216). The terms of reference have recently been revised to take into account the administrative instruction on special measures for the achievement of gender equality and the Secretary-General's strategy for improving women's representation in the Secretariat.

38. A network of departmental focal points for women, who support the heads of their offices in fulfilling their responsibilities for the achievement of gender equality at Headquarters and other duty stations, was established in 1994. They serve as ex officio members of departmental panels. The Focal Point for Women in the Secretariat, in turn, serves as an ex officio member of the Appointment and Promotion Board to advise on, and monitor, the application of the special measures for women in all decisions on appointments and promotions.

39. The Secretary-General's reports on the improvement of the status of women in the Secretariat were expanded in 1998 to include, in addition to data on the gender distribution of staff on geographical appointments, information on the gender distribution of all Professional and higher-level staff with appointments of one year or more. Since this population comprises all Professional and higher-level staff with appointments of one year or more under the 100 series of staff rules irrespective of sources of funding, it provides a much more comprehensive picture of the status of women's representation in the Secretariat. For the purpose of human resources planning, this larger population was also included in the reports of the Secretary-General on the composition of the Secretariat to the fifty-second and fifty-third sessions of the General Assembly (A/52/580 and Corr.1 and 3 and A/53/375 and Corr.1 and 3).

40. The Secretary-General, in his report to the General Assembly at its fifty-third session on the improvement of the status of women in the Secretariat (A/53/376), informed the Assembly of his decision to request heads of departments and offices to develop and implement action plans for the achievement of gender balance in their offices. The establishment and implementation of these plans will also provide the Secretary-General with an important tool for measuring the performance of individual departments and offices, and for ensuring the accountability of individual managers.

41. To improve staff development opportunities for General Service staff, the majority of whom are women, a special staff development programme has been introduced and is being implemented throughout the Secretariat. The programme focuses on interpersonal skills consistent with the approach of the people management programme for middle-level and senior managers. Career development workshops are also offered to all staff. A career support guide is being issued to inform both General Service and Professional staff of the Organization's career development policy and to provide information and guidance to staff and managers on planning and managing careers.

42. Gender awareness training has been incorporated into staff development programmes on leadership, management and administration. Specific training programmes on gender mainstreaming and gender issues in the workplace have also been organized for individual departments and offices.

43. Demographic changes in the workforce have encouraged employers in both the public and private sectors to develop special family leave practices. In December 1997, the General Assembly approved a family leave programme for staff, without creating supplementary leave entitlements, and special unpaid leave to respond to serious family matters. Alternative work schedules will also be introduced in 1999 to help improve conditions of life and service of staff.

IV. Advancement of women in and through the programmes of the United Nations system: what happens after the Fourth World Conference on Women?

44. A report of the Joint Inspection Unit on the advancement of women through and in the programmes of the United Nations system and the comments of the Administrative Committee on Coordination thereon were submitted to the General Assembly at its fiftieth and fifty-first sessions (see A/50/509 and A/51/180).

> **Recommendation 1.** *The executive heads of organizations of the United Nations system should take concrete steps to make their substantive women's/gender programmes more effective,* inter alia, *through the development of action plans; the streamlining of system-wide programming processes; the regularization of ad hoc inter-agency meetings on women's programmes; the assessment of resource allocations; increased emphasis on outreach and interaction with women's and other non-governmental organizations.*

45. The Beijing Declaration[2] and the Platform for Action,[3] adopted by the Fourth World Conference on Women, called for the development of an enhanced framework for international cooperation on gender issues in order to ensure the integrated and comprehensive implementation, follow-up and assessment of the Platform for Action. Each organization of the United Nations system was requested to set out the specific actions they would undertake, including goals and targets to realign priorities and redirect resources to meet the global priorities identified in the Platform. Coordination of United Nations operational activities for development at the country level would also be improved to take full account of the Platform for Action.

46. In its resolution 1996/34 of 25 July 1996, the Economic and Social Council endorsed the system-wide medium-term plan for the advancement of women, 1996-2001 (E/1996/16). The plan, which followed the structure of the Platform for Action, set out the activities to be undertaken by organizations of the United Nations system to achieve the objectives of the Plan under each of the 12 critical areas of concern.

47. A comprehensive mid-term review of the implementation of the system-wide medium-term plan was undertaken by the Commission on the Status of Women at its forty-second session.[4] For the purposes of the review, the Secretary-General submitted a progress report on implementation of the plan (E/CN.6/1998/3) which identified, *inter alia*, obstacles encountered in implementation which were associated with institutional arrangements. In its resolution 1998/11 of 28 July 1998, the Economic and Social Council endorsed the draft resolution of the Commission on the mid-term review and the recommendations of the Secretary-General for further improving coordination among United Nations system organizations. Many of the Secretary-General's recommendations addressed issues covered in the report of the Joint Inspection Unit, in particular the steps required to establish more pragmatic, results-oriented programmes with greatly increased clarity and accountability.

48. The Administrative Committee on Coordination adopted a statement on gender equality and mainstreaming in the work of the United Nations system in March 1998 (ACC/1998/4, para. 63). In this statement, the heads of the organizations pledged to mainstream a gender perspective in all of their institutions, policies and programmes by implementing the specific recommendations on gender

mainstreaming elaborated by the Economic and Social Council in its agreed conclusions 1997/2.[5] Those agreed conclusions provided a blueprint for implementing a gender mainstreaming programme, including provisions on the intergovernmental process of the United Nations; the institutional requirements for gender mainstreaming; capacity-building for gender mainstreaming; the role of gender units and focal points; and gender mainstreaming in the integrated follow-up to United Nations conferences. A report on the status of follow-up to the agreed conclusions was submitted by the Secretary-General to the Economic and Social Council in June 1998 (E/1998/64).

49. At its forty-third session, held in March 1999, the Commission on the Status of Women invited the Secretary-General, in his capacity as chairman of the Administrative Committee on Coordination, to undertake an assessment of obstacles encountered and lessons learned from the system-wide plan and the process of its implementation.[6] This assessment, which will be submitted to the Economic and Social Council through the Commission in 2000, will form the basis for the preparation of the system-wide plan for the period 2002-2005. It will also be reviewed at the special session of the General Assembly on the theme "Women 2000: gender equality, development and peace for the twenty-first century", to be held in June 2000.

50. The Inter-Agency Committee on Women and Gender Equality was established as a standing committee of the Administrative Committee on Coordination in 1996, after existing for 20 years on an ad hoc basis. The Committee is chaired by the Secretary-General's Special Adviser on Gender Issues and Advancement of Women. It is composed of focal points on women and gender issues from the specialized agencies, the United Nations funds and programmes and the United Nations Secretariat. The Committee serves as a forum for the exchange of information and the promotion of programme coordination and collaborative arrangements among the organizations of the United Nations system.

51. In line with its mandate to develop concrete approaches and tools for implementing the Platform for Action, the Inter-Agency Committee is preparing a compendium of good practices in implementing the Platform and gender mainstreaming; developing guidelines for financial monitoring, including budget codes in support of gender equality; building a comprehensive database on gender training materials; collecting and reviewing methodologies for gender impact analysis; and preparing surveys of the women-in-development/gender focal point function and of management commitment to gender mainstreaming (see ACC/1999/3).

52. Other initiatives to improve coordination have included the establishment, under the Secretary-General's reform programme, of the United Nations Development Group. The objectives of the Group, which comprises the major United Nations development programmes and funds as well as Secretariat departments, are to facilitate joint policy formation and decision-making, encourage programmatic cooperation and realize management efficiencies (A/51/950, para. 73). In 1998, the Group established a sub-group on gender, co-chaired by the United Nations Development Fund for Women (UNIFEM) and UNICEF, on which several agencies are represented. The establishment of the sub-group reflects the growing commitment on the part of the United Nations to mainstreaming gender in development operations.

53. Within individual organizations, steps have been taken to improve the effectiveness of their gender and women's programmes and to formulate and issue policy statements or action plans on gender and women's issues. The UNIFEM strategy and business plan for 1997-1999 has provided a systematic framework for substantive gender programming at the operational level. The thematic framework adopted as part of this plan — economic empowerment, governance and leadership and human rights — has been implemented through a gendered results-based management approach, for which all headquarters and field staff were trained in 1998 and 1999. As a member of the United Nations Development Group, UNIFEM provided input for mainstreaming gender in the common country assessment guidelines and in the United Nations Development Assessment Framework. The Fund has also implemented a programme to support the resident coordinator system in engendering the United Nations reform process and promoting follow-up to the Platform for Action. One of the critical areas of the work of UNIFEM has been the development of its partnerships with women's and grass-roots organizations and non-governmental organizations. A notable example of this cooperation was UNIFEM support for non-governmental organizations in the 1999 Violence Against Women Campaign.

54. After the Fourth World Conference on Women, WFP formulated a set of policy commitments to women (1996-2001) which forms the framework for the organization's programme on women's empowerment and gender mainstreaming. The mid-term review of the implementation of these commitments by the WFP Executive Board in May 1999 will form the basis of an action plan covering the ensuing three years. In its recent development review, WFP endorsed the principles of results-based programming which integrates gender into its approach. A

gender line was also added to country office budgets in 1999.

55. At FAO, an innovative consultative process was used, involving twenty-four divisions, to develop the FAO plan of action for women in development (1996-2001). The global and regional women in development programmes of FAO incorporate an analytical framework to identify gender-differentiated concerns in agriculture and rural development. The agency provides gender-responsive policy advice and technical support to member States in areas such as human and institutional capacity-building at national and subnational levels, gender analysis training, gender responsive project formulation, and sex disaggregated data on human resources in agriculture and rural development. It has also addressed new areas to improve the economic situation of rural women, including development projects focusing on urban and peri-urban agriculture and new technology to achieve food security. With the aim of enhancing gender mainstreaming, FAO established an inter-departmental committee on women in development in February 1996. The committee provides policy guidance and facilitates coordination and decision-making on substantive and operational matters, and is supported by a network of gender focal points and the gender specialists assigned to each of the five regional offices. The agency has also been developing methodological tools. An example of a tool to assist development professionals to mainstream gender and other socio-economic concerns is the socio-economic and gender analysis framework which is a fully participatory approach to policy, programme, and project formulation. Further, FAO has produced numerous information products, including fact sheets, videos and a corporate Web site recently launched on gender and food security (www.fao.org/gender). To increase information outreach to women's groups worldwide, FAO is supporting the Dimitra project. The project aims to contribute to the promotion of dialogue and the exchange of information among non-governmental organizations, research institutes and national and international organizations working on development programmes relating to rural women.

56. In its three areas of programme focus — reproductive health, population and development strategies, and advocacy — the United Nations Population Fund (UNFPA) applies a gender perspective. The Programme undertook a review of the extent to which gender concerns were integrated into its population and development programmes as part of its implementation of the Programme of Action of the International Conference on Population and Development.[7] The findings of this review were reported to the General Assembly at its special session in June 1999. Seminars have been and will continue to be organized to explore emerging issues, such as masculinity and support to women in emergency situations. Since the convening of the International Conference, UNFPA has also strengthened its partnerships with non-governmental organizations at all stages of the programming cycle. Non-governmental organizations are recognized partners in the development, implementation, monitoring and evaluation of population and development programmes. The funding of UNFPA towards non-governmental organizations has increased and many are now accredited to UNFPA as potential executing agencies for projects. The Fund also provides support to an integrated monitoring programme of the implementation of the decisions of the International Conference on Population and the Fourth World Conference on Women, which is executed by a number of non-governmental organizations.

57. The United Nations Children's Fund continues to apply its women's equality and empowerment framework to the design and evaluation of its programmes and projects. Gender mainstreaming is increasingly being incorporated in the programming guidance materials of UNICEF and approximately 1,400 Professional staff have received training in gender analysis and the application of the women's equality and empowerment framework through the capacity-building programmes of the Fund for gender mainstreaming. Since 1995, three desk reviews have been conducted of its capacity-building programmes for gender. The findings of those reviews have been used to institute mechanisms for systematic implementation of the policies of the Fund on gender. The Fund has designated focal points for gender in all of its regional offices and many of its country offices. Emerging areas for programme breakthroughs in UNICEF include gender socialization in early childhood, broad-based education, and life-skill learning opportunities in childhood and adolescence. The Fund has also organized workshops for building alliances among non-governmental organizations working on children's and women's rights for joint action on key issues, such as family violence.

58. In 1998, the United Nations International Training and Research Institute for the Advancement of Women (INSTRAW) outlined the strategic goals of the Institute. In response to Economic and Social Council resolution E/1998/48 of 31 July 1998, the strategic framework, which has a primary focus on engendering development, has been developed into a plan of action and work programme for 2000-2003 which was approved by the INSTRAW Board of Trustees in May 1999. In the same month, INSTRAW convened an inter-agency brainstorming workshop with the participation of the Division for the Advancement of Women

of the Department of Economic and Social Affairs of the United Nations Secretariat, UNIFEM and UNDP, with the objectives of refining a common gender framework and strengthening inter-agency coordination and collaboration in responding to emerging gender issues. Since 1995, INSTRAW has improved its information outreach through the creation of an Internet site; collaboration with the Division for the Advancement of Women and UNIFEM on the design and development of WomenWatch, the United Nations Internet gateway for information on women's and gender issues; improvement of the quality of its quarterly publication; establishment of an occasional papers series; and preparation of an online training manual to promote and improve the use of electronic communications for information sharing and networking among women's organizations.

59. The World Bank is currently preparing a gender sector strategy paper which will set out strategic directions, operational priorities and a practical operational framework for implementation of the Bank's future work on gender. The Bank's Executive Board assesses progress on gender programmes through evaluation reports prepared by the Operations Evaluations Department.

60. The International Telecommunications Union (ITU) Plenipotentiary Conference in 1998 adopted a resolution on the inclusion of a gender perspective in the work of ITU. Preparations are under way to establish a plan of action and a framework for training. In September 1998, a focal point on gender issues was appointed and, in February 1999, a group on gender issues was established with wide, cross-sectoral membership. ITU is now a full member of the Inter-Agency Committee on Women and Gender Equality.

61. In 1999, UNHCR developed a strategic framework for gender mainstreaming. Gender analysis has been integrated into programming instructions at all stages of planning, implementation and reporting. The Office is also considering the incorporation of budget codes to reflect funding for programmes targeting women. It participates in regular information sharing with non-governmental organizations in order to implement and monitor progress in substantive women's programmes. In particular, UNHCR benefits from non-governmental organization monitoring missions, reports and recommendations on gaps in programming to protect and assist refugee women.

62. The 1997-2000 strategic framework of the United Nations Volunteer (UNV) programme includes gender equity as a key area of concern. To support the Beijing follow-up process with renewed emphasis on gender mainstreaming, a joint pilot project of UNDP, UNIFEM and UNV was launched in 1997. At present, 18 UNV gender specialists are placed in UNDP country offices in Africa, Asia , Latin America and the Community of Independent States. They support the UNDP resident representatives and the resident coordinator system by serving as focal points for information and analysis of gender mainstreaming issues and experience in the national context, as well as within the respective UNDP country offices.

63. At the Fourth World Conference on Women, the United Nations Environment Programme (UNEP) articulated two long-term goals: (a) women must become legitimate partners in environment management; and (b) the particular wisdom of women must be incorporated in environmental and developmental decision-making. Based upon these goals, UNEP formulated 10 specific commitments as its contribution towards meeting the global priorities for the advancement of women by the year 2000. In 1996, the Executive Director of UNEP issued guiding principles for integrating gender equity in UNEP activities. These guidelines aim to integrate gender into all UNEP activities, touching upon the design, monitoring and evaluation of programmes and projects, resource mobilization strategy, the processing and dissemination of information, training measures, conduct of meetings, and the staff hiring process. The programme also issued a manual on project formulation, approval, monitoring and evaluation in December 1997, which contains a chapter on gender sensitivity guidelines. In order to ensure the participation of women and the reflection of gender concerns in policy development, UNEP promotes women's participation in the development and implementation of all conventions brokered by UNEP. In the 1998-1999 and 2000-2001 bienniums, UNEP developed a project to foster an active and visible policy of gender mainstreaming in the monitoring and evaluation of all policies and programmes and to increase understanding of the role of gender in environmental planning and management. Specific activities undertaken include production and dissemination of three gender and environmental success stories in critical areas; development of the framework for a network of governmental focal points on gender and environment; development of a strategy to influence and provide effective input to Beijing follow-up and inter-agency cooperative activities on gender and environment; and provision of information to decision makers and non-governmental organizations on the role of gender in environmental planning and management.

64. In 1996, the United Nations Centre for Human Settlements prepared a comprehensive policy paper and action plan, entitled "Gendered habitat working with men and women in human settlements development". This

resulted in the establishment of a gender unit in 1998 and the continuation of the women and habitat programme to address mainstreaming and empowerment of women, respectively. The gender unit is presently working with the Centre's revitalization team and the Inter-Agency Committee on Women and Gender Equality to coordinate the system-wide medium-term plan for the advancement of women (2001-2005), with the new strategic focus of habitat. Significant new areas included in the strategic focus of the Centre are women's access to secure tenure of land and housing and women's involvement in urban governance.

65. The United Nations University is expanding project activities focusing on or incorporating gender perspectives and women's empowerment under the two broad programme areas of peace and governance and environment and sustainable development. Efforts are also being made to increase women's membership in the governing bodies of the University, as well as in the ad hoc advisory and consultative groups of the Rector.

66. The Political Declaration and the Declaration on the Guiding Principles of Drug Demand Reduction,[8] adopted by the General Assembly at its twentieth special session, as well as the action plan on the implementation of the Declaration that is to be submitted to the General Assembly at its fifty-fourth session, address the gender issue explicitly. While the United Nations Drug Control Programme has not yet elaborated a gender mainstreaming strategy per se, gender has been included in the operational programming guidelines of the Programme as one of the social dimensions to be taken into consideration. All proposals for alternative development programmes are screened to ensure that the gender perspective has been adequately addressed.

67. The Centre for International Crime Prevention is undertaking activities to promote the use and application of the Model Strategies and Practical Measures on the Elimination of Violence against Women in the Field of Crime Prevention and Criminal Justice.[9] The Model Strategies and Practical Measures are intended as a guide for Governments in their efforts to address responses to the various manifestations of violence against women within criminal justice processes. The Model Strategies and Practical Measures can also be an instrument of gender mainstreaming, in promoting gender equality, removing gender bias, and ensuring equal protection and fair treatment of women and girls, as offenders, victims and practitioners. Work is also being undertaken to elaborate a convention against transnational organized crime, including a protocol on trafficking in women and children. A multi-agency working group is launching a project to provide a mechanism to coordinate local, national and subregional activities to counter the problem of cross-border trafficking in women and children.

68. In the Economic Commission for Africa (ECA), the strategic plan of action developed by the African Centre for Women has served as the framework for the preparation of activities included in the programme budget for the biennium 2000-2001. Senior level staff, staff of the African Centre for Women, and the gender focal points in each division and in the subregional development centres have been trained in the basic concepts of gender analysis and a gender approach to development planning. During 1999, a comprehensive training programme will be designed for implementation in the biennium 2000-2001. The African Centre for Women is planning work in new areas, such as the gender aspects of national accounts and budgeting processes and leadership and entrepreneurship capacity-building through a planned training programme and business centres for women. The Centre, through the joint secretariat of the Organization of African Unity (OAU), ECA and African Development Bank, also works to coordinate approaches to gender issues in Africa.

69. In 1997, the Economic Commission for Latin America and the Caribbean (ECLAC) initiated a pilot project for mainstreaming a gender perspective in all programmes and projects at ECLAC. The second phase of the project, which is currently under way, is primarily focused on fostering a similar process in the sectoral ministries of member States. In 1998, the Commission approved a new subprogramme on mainstreaming a gender perspective in the main spheres of the regional development process for inclusion in the ECLAC programme of work for 2000-2001. Since 1997, ECLAC has worked on the systematic development of gender indicators, with an emphasis on the strategic areas identified in the Regional Programme of Action and the Platform for Action, with the aim of assisting Governments in formulating public policies from a gender perspective and in evaluating the implementation of commitments.

70. In the Economic and Social Commission for Western Asia (ESCWA), the Regional Programme of Action was adopted by the Committee on Social Development, the ESCWA intergovernmental body, in 1997. The Programme includes projects in three areas of concern to the advancement of Arab women: poverty alleviation, political participation and the family. In 1998, the Executive Secretary established a working group to formulate a plan of action for mainstreaming a gender perspective in ESCWA programmes. This plan was approved by the Committee on Social Development in April 1999.

71. In June 1998, 40 Professional staff of the Economic and Social Commission for Asia and the Pacific (ESCAP) participated in a training programme on incorporating gender considerations into project planning and design. The training programme was conducted in collaboration with FAO, using the FAO socio-economic and gender analysis training package. An initial set of guidelines for gender mainstreaming was developed during the training programme. Under the Women's Information Network for Asia and the Pacific (WINAP), regional information exchange is undertaken through the semi-annual WINAP newsletters and through the Women in Development (WID) Internet home page. Regular contacts and working relationships are maintained with non-governmental organizations and other civil society partners in activities ranging from research to advocacy. The Commission is also the convenor of the Inter-agency Subcommittee on the Advancement of Women, a subcommittee of the United Nations Regional Inter-agency Committee for Asia and the Pacific, which meets regularly to discuss inter-agency coordination.

72. In 1998, the Economic and Social Council requested the Emergency Relief Coordinator to ensure that a gender perspective was fully integrated into humanitarian policies and activities.[1] The Inter-Agency Standing Committee established a working group on gender and humanitarian assistance in 1998. A draft policy statement was presented to the working group at its meeting in April 1999. The statement identified four priority areas for gender mainstreaming: assessment and strategic planning for humanitarian crises; the Consolidated Appeals Process; a principled approach to emergencies; and involvement of women in the planning, design and monitoring of all aspects of emergency programmes.

73. During the 1998 United Nations Diplomatic Conference of Plenipotentiaries on the Establishment of the International Criminal Court, the Office of Legal Affairs of the United Nations Secretariat assisted the chairs of the working groups dealing with gender crimes in the context of war crimes and crimes against humanity in the Statute of the International Criminal Court. Rape, sexual slavery, enforced prostitution, forced pregnancy, enforced sterilization or any other form of sexual violence of comparable gravity have been defined as crimes against humanity and war crimes in articles 7 and 8 of that Statute (A/CONF.183/9).

74. Gender mainstreaming and gender issues in the workplace were the focus of a series of workshops in May 1998 for all levels of staff of the Department of Political Affairs of the United Nations Secretariat. The workshops were designed to engage all levels of management and staff in a discussion of possible changes which would bring fuller expression of a gender perspective to the work of the Department and its management practices. After the workshop, a gender and management advisory group was established by the Under-Secretary-General to advise him of the steps needed, *inter alia*, to facilitate gender mainstreaming in the department.

75. The Department of Peacekeeping Operations is currently preparing a gender training programme for all staff of the Department. It has also undertaken the development of a project on mainstreaming a gender perspective into multidimensional peacekeeping operations. The project has four major objectives: to analyse the extent to which a gender perspective is reflected in all stages of peacekeeping operations, with a view to strengthening that perspective; to increase the number of women in multidimensional operations at all levels; to assess the impact of peacekeepers on the local population, in particular women; and to review the contribution of local women to peacekeeping and peace support activities. The Special Adviser on Gender Issues and Advancement of Women addressed the Working Group of the Special Committee on Peacekeeping Operations under the agenda item of gender mainstreaming in March 1999.

76. The Office of Internal Oversight Services of the United Nations Secretariat included gender considerations in its in-depth evaluations of the electoral assistance programme and the disarmament programme. These evaluations will be submitted to the Committee for Programme and Coordination in 1999.

77. In addition to its work in the thematic area of women, the Department of Public Information of the United Nations Secretariat has engaged in a number of activities to mainstream gender into its other programmes, including those on ageing, disabled persons, crime prevention, drug abuse, economic development, human rights, poverty eradication and peacekeeping. The Department and its network of 70 United Nations information centres and services carry out an ongoing multimedia communications strategy to support the implementation of the Platform for Action.

78. In resolution 39/5 of the Commission on the Status of Women[10] and resolution 1997/43 of the Commission on Human Rights,[11] the Secretary-General was requested to prepare annually a joint work plan for the Division for the Advancement of Women and the Office of the High Commissioner for Human Rights. An assessment of the 1998 work plan and information on the 1999 work plan is contained in document E/CN.6/1999/2.

79. The Department for Disarmament Affairs of the United Nations Secretariat began its efforts to incorporate a gender perspective into its substantive work by first inviting the Secretary-General's Special Adviser on Gender Issues and Advancement of Women, in May 1998, to address a plenary meeting of the staff of the Department on gender mainstreaming and gender issues in general. As part of its overall three-pronged strategy, the Department has sought, in addition to its training and information processes, to increase the number of its female staff members and women participating in the workshops, seminars, symposia, and training courses organized by the Department. The Secretary-General appointed a woman to chair his Advisory Board on Disarmament Matters in 1999, and increased the number of female members of the Board to 25 per cent. The Department has begun an outreach programme with other departments of the United Nations Secretariat, as well as with UNDP and UNIFEM, by which it hopes to develop tools and share strategies specifically in the fields of peace-building, disarmament and development and in the promotion of grass-roots organizations headed by women, especially in post-conflict situations and peace education.

80. A gender advisory group consisting of representatives of all divisions and offices of the Department of Economic and Social Affairs and chaired by the Special Adviser on Gender Issues and Advancement of Women was established in 1998 to support gender mainstreaming in all activities of the Department. Various conference review processes in which the Department has the lead or is a major participant are receiving priority attention. The group is also assessing how the General Assembly's request to present issues and approaches in a gender-sensitive manner when preparing reports can best be implemented in the preparation of the Department's flagship publications, including the *World Economic and Social Survey* and the *Report on the World Social Situation*. The Under-Secretary-General for Economic and Social Affairs requested all Directors to integrate a gender perspective into all subprogrammes of the proposed programme budget for the biennium 2000-2001.

81. Gender issues have received increasing attention in the work of the Population Division of the Department of Economic and Social Affairs. Gender issues received prominent attention throughout the preparatory process for the International Conference on Population and Development held in 1994, and continue to be prominent in the follow-up Programme of Action of the Conference. Recent publications of the Population Division have focused on or featured gender issues in areas such as reproductive rights and reproductive health, migration, mortality and population policies. The annual issue of the *World Population Monitoring Report* for 2000 will be on the topic, "Population, gender and development".

> **Recommendation 2.** *The executive heads of organizations of the United Nations system should take specific actions to decisively advance the long-stalled efforts at improving the status of women in the system through,* inter alia, *the formulation, communication and implementation of systematic action plans; the development of better system-wide human resources statistics; greater attention to the needs and concerns of the long-neglected majority of their women staff, that is, those in the General Service and other categories; the establishment, dissemination and effective implementation of policies to combat sexual harassment; formulation of policies to address work and family issues; and encouraging the active leadership of governing bodies in improving the status of women.*

82. Under its standing mandate to review the status of women in the organizations of the common system, the International Civil Service Commission undertook a review of gender balance in the United Nations system at its session held in spring 1998. The Commission noted that the issue of gender balance had to be part of an organization's overall human resources management strategy, and that good management of human resources required that full attention be paid to the gender dimension. As a means of ensuring that the issue of gender balance was brought into the mainstream of organizations at the policy and institutional levels, the Commission requested the organizations to bring the Platform for Action and the definition of mainstreaming and its principles to the attention of all managers. In view of the considerably lower recruitment rate for women than men throughout the system, particularly at levels P-5 and above, the Commission requested its secretariat to establish a recruitment source database that targeted nationals from developing countries, particularly under-represented countries and countries with economies in transition. The secretariat of the Commission was also requested to develop, in collaboration with the organizations of the system, a set of guidelines for those with decision-making responsibilities to support accountability for ensuring gender balance.[12]

83. The secretariat of the Consultative Committee on Administrative Questions of the Administrative Committee on Coordination issues annual statistics on the staff of organizations of the United Nations system. In order to assess the status of women's representation in greater detail, the Office of the Special Adviser on Gender Issues and Advancement of Women entered into an agreement in December 1998 with the secretariat of the Consultative

Committee for the design and production of a series of annual statistical tables on gender. Conclusions drawn from the evaluation of these data, including possible strategies for improving representation of women throughout the system, will be submitted to the Inter-Agency Committee on Women and Gender Equality of the Administrative Committee on Coordination, for presentation to the Commission on the Status of Women and the General Assembly.

84. The Consultative Committee on Administrative Questions and its sister committee, the Information Systems Coordination Committee, has developed a database, known as the Participating Agencies Mobility System (PAMS), to facilitate the inter-agency mobility of staff. The system, which is designed to encourage the mobility of women in particular, will allow interested staff members of the common system organizations to enter their curriculum vitae into a database from which personnel officers of participating organizations will be able to search for candidates meeting their needs. It will also facilitate the employment of spouses and partners, since the resumes of those individuals may also be entered in the database.

85. Brochures containing the policy statements of the Administrative Committee on Coordination on (a) the advancement of women in the organizations of the common system (see ACC/1995/4); (b) the work and family agenda (see ACC/1995/2/Add.2); and (c) the prevention of sexual harassment (ACC/1993/28) were issued by the Consultative Committee on Administrative Questions and distributed widely throughout the common system. These policy statements are also available on the Web site of the Consultative Committee.

86. Within individual organizations, steps have been taken to implement more effective action programmes for improving the status of women. Information on measures taken by the United Nations Secretariat to strengthen its human resources management programme and to institute concrete programmes for improving women's status is provided in the report of the Secretary-General on the implementation of the recommendations of the Joint Inspection Unit contained in its 1994 report, entitled "Advancement of the Status of Women in the United Nations Secretariat in an era of 'human resources management' and 'accountability': a new beginning?"(see A/49/176).

87. In UNDP, a policy on gender balance in management for the period 1998-2001 was issued to all staff in June 1998, building on lessons learned from the implementation of the previous policy which covered the period 1995-1997. During the period 1998-2001, the goal of UNDP is to reach, for all locally recruited and internationally recruited staff, a minimum ratio of 4:6 (women:men). To achieve these targets, particular emphasis will be given to succession planning which will position and prepare more women to take up senior leadership roles. The Programme will also apply the principles set out in the administrative instruction on special measures for the achievement of gender equality (ST/AI/412) in its external recruitment efforts. Priority will also be assigned to the further development and implementation of the UNDP work and life programme. As spouse employment is a major external contributing factor to achieving and sustaining gender balance in a mobile workforce, UNDP will also undertake a review of the existing policy on spouse employment. Accountability measures are also being introduced whereby headquarters managers and resident representatives are expected to identify and support quality-of-workplace initiatives, to undertake human resources planning within their units, and to include their plans and measurable targets concerning the advancement of women in their respective compacts.

88. The United Nations Population Fund continues to be a strong advocate on issues pertaining to gender equality and has actively sought out women candidates for Professional positions. At present, UNFPA has the highest representation of women in the United Nations common system, including at the most senior levels, with 47 per cent of its Professional positions encumbered by female staff.

89. The United Nations Children's Fund is currently examining work and life issues in order to establish more family-friendly policies and to create a more enabling work environment for all staff. These issues are considered particularly important for the retention of women staff members, since women who have resigned from the programme have cited spouse employment and other quality of work and life issues as reasons for their separation. The Fund has also undertaken recruitment campaigns, targeted at developing countries, to identify women candidates for middle and senior-level Professional posts. Gender sensitivity workshops have also been held for all categories of staff. The UNICEF policy regarding sexual harassment was issued in March 1994. Managers are required to ensure that the contents of the policy and its implications are fully understood by all staff.

90. The programme of action for women (1996-2000) at FAO contains the following objectives: (a) to develop new policies in order to increase the number of women professionals; (b) to expand the pool of candidates for recruitment; and (c) to initiate staff development programmes which encourage the access of women to higher level posts. A comprehensive communications plan is being developed with the aim of increasing understanding of the

goals of gender equity. In 1994, the Director-General set a target of 35 per cent women in Professional posts by 2001. Each department within FAO, in turn, has set its own target for improving the representation of women during 1999. The Staff Development Group is mainstreaming gender into all its staff development training programmes and has proposed the establishment of a training module on gender equality for managers and staff. The agency has introduced flexible working arrangements for support staff who wish to work on a part-time basis, either at 50 per cent or 80 per cent of the regular work schedule. In the area of home-based work, the Personnel Division has recommended the establishment of a working group to review research and collect necessary information upon which to base a proposal for introducing telecommuting. The policy on prevention of sexual harassment establishes a detailed procedure for dealing with cases of sexual harassment. This policy is reinforced through clear communication, training and monitoring.

91. Contributing to the United Nations goal of gender equity was included as one of the policy commitments to women (1996-2001) established by WFP. Under the WFP recruitment policy, hiring managers are required to recruit 50 per cent women. Strategies are also currently being developed to attract women candidates. The Programme issued a new policy directive on the prevention of harassment in February 1999. In addition, WFP is conducting security awareness workshops for all staff, which include a module on abuse of power and harassment, including sexual harassment, and a module on personal security which addresses, *inter alia*, assault, sexual assault and rape.

92. The International Atomic Energy Agency (IAEA) is developing a comprehensive management programme which will include gender sensitivity training for managers. A Web page on the contribution of women in safeguards, including information on job opportunities in IAEA, has been established.

93. As part of a comprehensive human resources reform programme, the World Bank adopted new targets for improving the representation of women. These include increasing the percentages of women in management and senior technical positions and women in key professional positions to 30 per cent and 45 per cent, respectively, by 2003. To ensure management action, each vice-president has developed a diversity agreement, countersigned by the President, setting out, *inter alia*, his or her commitment to improving gender balance. Progress is reviewed through quarterly statistical reports disseminated to senior management. Progress will also be assessed in performance evaluation reviews. In the period 1993-1994, the World Bank established a network of trained anti-harassment advisers to serve as a system of first-line peer referral to institutional resources dealing with harassment. In 1998, the network was extended to include field offices. As part of the comprehensive reform of grievance procedures, the channels for resolving incidents of sexual harassment have been strengthened. A video for raising awareness of harassment and discrimination issues is in production and will be used as a training tool for staff and managers. The World Bank has adopted an alternative work schedule which provides employees with the possibility of working a nine-day fortnight. This initiative is part of an overall work and family programme which includes advice to staff on elder and child care. World Bank human resources officers are building capacity to take part in key activities related to gender issues, such as avoiding gender biases in performance appraisals and improving diversity in recruitment, promotions and career development opportunities. The World Bank has been working with partner organizations to strengthen opportunities for spouse employment through information sharing on job opportunities. As the founding member of ORIGIN, a network of gender focal points and human resources management specialists, the World Bank has helped foster networking and information sharing among agencies.

94. The United Nations Office for Project Services has collected data on the recruitment, promotion and retention of women staff throughout the Organization. The data will be used in a study subcontracted to the New School for Social Research, with the aim of defining a gender policy for the Office. The first stage of the project will entail analysing the data in order to identify the target groups and functional and/or geographical areas in which a gender policy is needed. The Office continues to give priority to equally qualified women candidates.

> **Recommendation 3.** *The General Assembly, the Economic and Social Council and the Secretary-General should consider the following key actions to strengthen focal point leadership to the women's programmes of the United Nations system: (a) the Commission on the Status of Women should play a more active and pragmatic role in assessing problems of implementation, progress made, and the results and impact of women's and gender programmes; (b) the comparatively feeble resources of the Division for the Advancement of Women should be increased and concentrated much more on information outreach, system-wide programming and follow-up, interaction with non-governmental organizations, United Nations mainstreaming and strengthened servicing of the*

Committee on the Elimination of Discrimination against Women; (c) to properly mainstream women's issues, the Division would (at best) be located directly under the Secretary-General but should (at worst) not be subsumed under any other United Nations subject area; (d) structural decisions should seek to strengthen women's operational, research and human rights institutions, and the programmes of the regional commissions; (e) the actions planned by the Secretariat to improve the status of women in the Secretariat must be followed up to ensure systematic and concrete action and decisive results; (f) the United Nations needs to establish a system to collaborate and interact effectively with non-governmental organizations; (g) the General Assembly and the Economic and Social Council, by actively supporting the range of actions called for above, can provide a decisive push to implement resolutions and policies for women's advancement.

95. In its resolution 50/203 of 22 December 1995, the General Assembly decided that the General Assembly, the Economic and Social Council and the Commission on the Status of Women, should constitute a three-tiered intergovernmental mechanism that would play the primary role in the overall policy-making and follow-up to the Fourth World Conference on Women. The Assembly, in the same resolution, invited the Economic and Social Council to review and strengthen the mandate of the Commission. In its resolution 1996/6 of 22 July 1996, the Council set out the framework for the functioning of the Commission on the Status of Women, confirmed the existing mandate of the Commission as set out in Economic and Social Council resolutions 11 (II) of 21 June 1946, 48 (IV) of 29 March 1947 and 1987/22 of 26 May 1987, and decided further that the Commission should: (a) assist the Council in monitoring, reviewing and appraising progress achieved and problems encountered in the implementation of the Beijing Declaration and the Platform for Action; (b) continue to ensure support for mainstreaming a gender perspective in United Nations activities; (c) identify issues where system-wide coordination needed to be improved; (d) identify emerging issues, trends and new approaches to issues affecting the situation of women or equality between women and men; and (e) maintain and enhance public awareness and support for the implementation of the Platform for Action.

96. Further, the Assembly invited the Economic and Social Council to devote one coordination segment, one operational activities segment, and one high-level segment of its sessions before the year 2000 to the advancement of women. In 1997, in its coordination segment, the Council considered the cross-sectoral theme, "Mainstreaming of gender perspectives into all policies and programmes in the United Nations system". At its 1998 operational activities segment, the Council considered the topic "Advancement of women: implementation of the Platform for Action and the role of operational activities in promoting in particular capacity-building and resource mobilization for enhancing the participation of women in development". The theme for the high-level segment of its 1999 substantive session was "The role of employment and work in poverty eradication: the empowerment and advancement of women".

97. In the Platform for Action, the Fourth World Conference on Women invited the Secretary-General to establish a high-level post in the Office of the Secretary-General, using existing human and financial resources, to act as the Secretary-General's adviser on gender issues and to help ensure system-wide implementation of the Platform, in close cooperation with the Division for the Advancement of Women. Further to this recommendation, the Secretary-General designated in 1996 a senior adviser in his Executive Office to serve as his Special Adviser on Gender Issues. As mentioned in paragraph 35 above, the post of Special Adviser on Gender Issues and Advancement of Women was established in 1997 as a full-time position. In addition to direction and oversight of the work programme of the Division for the Advancement of Women, the Special Adviser reports directly to the Secretary-General on issues of gender mainstreaming, gender equality and gender balance in the Secretariat.

98. The General Assembly approved three additional Professional posts for the Division for the Advancement of Women in the biennium 1996-1997 to focus more on coordination and outreach, which restored the Professional staffing table of the Division to its 1985 level. In 1998, further to the restructuring of the Secretariat and the establishment of the Department of Economic and Social Affairs when technical assistance was envisaged as a means of supporting policy analysis and research, four additional Professional posts were redeployed to the Division from the former Department for Development Support and Management Services to support gender analysis and to allow for the more focused provision of policy advisory services to Governments on gender issues. After a review of the implications of General Assembly resolution 50/203 and given the increased workload of the Division, the Assembly upgraded one of the D-1 posts in the Division to the D-2 level in 1998.

99. In 1996, a Coordination and Outreach Unit was established in the Division to enhance and strengthen linkages on gender issues with the academic and research

community, women's organizations, national machinery, networks and development institutions. As part of its activities, the Web site WomenWatch (http://www.un.org/womenwatch) was launched as a joint project of the Division, INSTRAW and UNIFEM in 1997. The World Bank, UNDP (through its sustainable development networking programme and gender in development programme) and the Spanish national machinery for the advancement of women joined the site as contributing partners in 1998. The WomenWatch project has also received financial contributions for outreach and for a series of online conferences on critical areas of concern in preparation for the special session of the General Assembly in June 2000.

100. Substantive servicing of the Committee on the Elimination of Discrimination Against Women was strengthened in 1996 with the establishment of the Women's Rights Unit in the Division for the Advancement of Women. The Unit provides substantive and technical servicing to the Committee which has held two sessions each year since 1997 in order to reduce the backlog in its consideration of reports of States parties to the Convention. The Commission on the Status of Women, at its forty-third session held in March 1999, approved an optional protocol to the Convention which, if approved by the General Assembly and ratified by 10 signatory countries, will establish a complaints procedure allowing women, individually or in groups, to submit allegations of violations of the Convention to a treaty reviewing body.

101. Further information on the implementation of components (e) to (g) of recommendation 3 of the Joint Inspection Unit is provided in paragraphs 45-94 above.

V. Staffing of the United Nations peacekeeping and related missions (civilian component)

102. A report on the staffing of the United Nations peacekeeping and related missions (civilian component) and the comments of the Secretary-General thereon were submitted to the General Assembly at its forty-eighth session (see A/48/421 and Add.1).

> **Recommendation II.** *There should be more decentralization and delegation of authority to the field, with appropriate controls.*

103. This recommendation is being implemented. Successful implementation, to a large extent, depends on the continued development of electronic systems and the availability of experienced and responsible staff in the missions to implement the delegated authority. That notwithstanding, the Field Administration and Logistics Division of the Department of Peacekeeping Operations has delegated certain limited administrative authority to field operations.

104. Further delegation of authority will proceed as guidelines, standard operating procedures and training are provided to field missions, and as administrative processes are streamlined and monitoring mechanisms are further developed.

> **Recommendation III (a).** *A pre-certified roster of personnel with specialized training in administrative, financial, logistical and electoral components should be established.*

105. This recommendation is being progressively implemented. A special database has been created, which comprises an expanded pre-certified roster and a comprehensive automated recruitment-to-selection system. Through this database, the Field Administration and Logistics Division maintains a general roster of candidates for mission appointment and screens candidates through a two-tier process. The first module, which already is fully operational, involves general screening for suitability for mission placement regardless of occupational grouping, and assesses educational qualifications, computer and language skills etc. The second module, which is under development, will assess specific skills and abilities within occupational groups keyed to functional requirements (administrative, financial, logistical, electoral etc.).

> **Recommendation III (b).** *A roster of retirees should be at the disposal of the Department of Peacekeeping Operations.*

> **Recommendation III (c).** *United Nations Volunteers should be more extensively recruited.*

106. Recommendation III (b) above is being implemented with the inclusion of information on selected retirees in the Field Administration and Logistics Division database. Recommendation (c) continues to be implemented. As stated by the Secretary-General in his comments on the report of the Joint Inspection Unit, by their very nature and administrative/legislative status, United Nations Volunteers can and do provide essential services to United Nations missions. Efforts continue to be made to use the expertise of United Nations Volunteers specialists in our present and future field missions, in a wide variety of functional areas.

Recommendation III (d). *Specialized agencies should make more efforts to facilitate and encourage secondment of their international staff.*

107. Specialized agencies are requested, on a regular basis, to second their staff members on a reimburseable loan basis.

Recommendation IV (a). *Recruitment of local staff should be encouraged.*

108. The recruitment and administration of local staff has been delegated to field missions and continues to be implemented as an integral part of their staffing.

Recommendation IV (b). *Resort to contractual arrangements should be further explored and examined.*

109. The use of contractual personnel in peacekeeping operations was scrutinized by the General Assembly, by the Office of Internal Oversight Services and by the other parts of the Secretariat. A number of issues, such as legal protection and security arrangements with host Governments, fair remuneration, working relations and status vis-à-vis United Nations staff and monitoring the quality of services delivered have been the subject of careful review by the Secretariat.

Recommendation IV (c). *Member States may wish to consider having stand-by personnel, and more personnel seconded to the United Nations.*

110. The provision of civilian personnel in field missions where their particular expertise may be required is, in accordance with the rules governing their use, welcomed.

Recommendation IV (d). *Regional organizations should be encouraged to second personnel to peacekeeping missions.*

111. The Secretary-General agrees with the above-mentioned recommendation, in particular in start-up operations where there is a joint mandate.

Recommendations V and VII (f). *New rules and regulations and policies and procedures that are more field orientated should be formulated.*

112. The Secretary-General concurs with the recommendation to formulate new rules and regulations, policies and procedures that would be more field oriented. To this end, the Department of Peacekeeping Operations continues to review and develop, in consultation with other departments and offices, comprehensive and streamlined personnel policies, guidelines and administrative processes. A task force of the Office of Human Resources Management and Field Administration and Logistics Division, as well as the continual participation of the Department of Peacekeeping Operations in other human resources task forces and working groups, facilitates this process.

113. The introduction of the 300 series of Staff Rules in 1994 represented an important step in streamlining administrative processing. Since then, the Department of Peacekeeping Operations has continued to work in close collaboration with the Office of Human Resources Management to further review and evaluate the conditions of service of staff appointed under 300 series contracts, in particular as regards their remuneration package and the four-year limitation imposed on the duration of such appointments. There is an ongoing joint endeavour by the Personnel Management and Support Service and the Office of Human Resources Management aimed at revising the compensation package for staff on 300 series appointments and reviewing overall policy issues, including the revision of administrative issuances governing the staff appointed under 300 series.

114. Furthermore, the Department of Peacekeeping Operations strives to standardize human resources administration and streamline administrative processing, through enhanced coordination with the Office of Human Resources Management, the Accounts Division of the Office of Programme Planning, Budget and Accounts, the Integrated Management Information System, the ABCC and other relevant departments and offices.

Recommendation VI (a), (b), (c), (d) and (i). *Orientation and training of mission personnel should be more institutionalized.*

115. Orientation and induction training are now routinely provided to all missions. Missions have been asked to update their briefing notes periodically. In addition, all missions have been asked to develop their own induction programmes for newly arrived staff, based on guidance provided by the Department of Peacekeeping Operations. Newly appointed senior management in mission administration are provided with extensive briefings by all services within the Field Administration and Logistics Division.

116. Furthermore, periodic joint training programmes by the Division and the Office of Human Resources Management have been instituted for senior administrators in the field. These programmes, *inter alia*, emphasize leadership skills and people management techniques and offer sessions on public information, military and civilian coordination, gender issues and security. Training programmes are also organized for middle-level mission administrative staff in the areas of personnel, procurement,

finance and support services and logistics, when financial resources permit.

Recommendation VI (g). *Existing United Nations training facilities, such as the International Training Centre at Turin, should be utilized for peacekeeping operations.*

117. The above-mentioned recommendation has been implemented. The United Nations Staff College campus has, for several years, served as the venue for the training programmes of the Department of Peacekeeping Operations for military observers and civilian personnel. Opportunities will be considered for pursuing distance learning programmes, as well as training programmes targeted for specific occupational groups. It is also planned that representatives of the Office of the United Nations Security Coordinator and DPKO/FALD would participate in a programme to build stronger crisis management approaches and foster communications between Headquarters and the field. Discussions are also being held with the United Nations Institute for Training and Research (UNITAR) with regard to the development of training courses for civilian personnel in peacekeeping.

Recommendation VI (h). *Member States and regional organizations should put their training resources at the disposal of the United Nations.*

118. The above-mentioned recommendation is being implemented. Both civilian personnel and the military have participated in some of such courses in the past and will continue to do so in the future.

Recommendation VII (a). *Mission assignments should continue to be voluntary.*

119. The current policy of the Organization is that mission detail, as with any other assignment in the Organization, is at the discretion of the Secretary-General, as provided in staff regulation 1.2 which states "... Staff members are subject to the authority of the Secretary-General and to assignment by him to any of the activities or offices of the United Nations." In this respect, all internationally recruited staff members can be assigned to missions as deemed necessary by the Secretary-General.

120. In practice, however, mission assignments are voluntary except in the case of field security officers who can be assigned to missions as deemed necessary. The practical framework for mandatory assignments has yet to be developed. While there is no evidence to support the contention that a purely voluntary system would provide the Organization with the required personnel for the field, it is believed that the ideal situation would be a combination of voluntary and a managed assignment system, which takes into account the overall rotating nature of field assignments.

Recommendation VII (b). *The principle of rotation between the relevant departments at Headquarters and the field should be adopted.*

121. The principle of rotation is governed by administrative instruction ST/AI/404 of 19 May 1995. As a general rule, staff are to be released for mission assignment for a period of up to two years. During the assignment period, the releasing department or office is obliged to ensure that any assignment or recruitment of replacement personnel is conducted on a temporary basis, so as to safeguard the ability of the staff member to return to his or her position upon completion of the mission assignment. Only when the releasing department or office offers a specific written agreement to block the mission assignee's post for an additional period would this two-year period of mission detail be extended.

122. During the peak period of field peacekeeping activity in the early to mid-1990s, a number of staff members were required to remain on mission detail for extended periods. In 1998, the Field Administration and Logistics Division began a systematic return of staff who had been on mission assignment for four years or longer, working towards their reintegration within the Secretariat and offering mission service opportunities to other colleagues. In 1999, and as long as operational needs permit, the exercise will begin to include those staff members who have been on mission assignment for longer than three years, and so on, until the normal rotation policy set out in ST/AI/404 is systematically applied.

Recommendation VII (c). *The security of personnel must be included in all mission planning, briefing, training and execution.*

123. The above-mentioned recommendation is at present being implemented. Recent experience has shown that professional security advice should form an integral part of technical mission planning at the early stages.

Recommendation VII (d). *Appropriate behaviour of personnel should receive high priority.*

124. By its resolution 52/252 of 8 September 1998, the General Assembly approved a code of conduct for all United Nations staff members, including those serving in peacekeeping operations and other field missions. The code of conduct, which is an integral part of the Staff Regulations and Rules, comprises four parts which:

(a) Reiterate provisions from the Charter and the Convention on the Privileges and Immunities of the United

Nations, which form part of the conditions of service of staff;

(b) Deal with the status of United Nations staff, comprising staff regulation 1.1 and staff rule 101.1;

(c) Deal with the core values expected from international civil servants and sets out the basic rights and obligations of staff, comprising staff regulation 1.2 and staff rule 101.2;

(d) Deal with expected performance and accountability of staff; also, learning and development programmes made available to staff, comprising staff regulation 1.3 and staff rule 101.3.

125. The 200 and 300 series of the Staff Rules are being amended to reflect the changes. The code of conduct is being distributed as a separate booklet, desk-to-desk, to staff at all duty stations, including peacekeeping and other field missions.

VI. Investigation of the relationship between humanitarian assistance and peacekeeping operations

126. A report entitled "Investigation of the relationship between humanitarian assistance and peacekeeping operations" and the comments of the Secretary-General thereon (see A/50/572 and Add.1) were submitted to the General Assembly at its fiftieth session.

> **Recommendation 1.** *The functions and responsibilities of the Department of Humanitarian Affairs in complex emergencies have evolved during the past few years. However, since its creation by the General Assembly in 1992, guidelines have been insufficient to define the new roles of the Department, to clarify its mandate, and to steer interaction vis-à-vis the Department of Political Affairs and the Department of Peacekeeping Operations.*

127. Since the issuance of the report of the Joint Inspection Unit, the Secretary-General has reorganized the management of the Secretariat's work programme around five areas, one of which is humanitarian affairs. The reform in the area of humanitarian affairs resulted in the reshaping of the Department of Humanitarian Affairs into the Office for the Coordination of Humanitarian Affairs, with clearer and more focused responsibilities and functions.

128. The Secretary-General also established the Executive Committee on Humanitarian Affairs to ensure complementary and lateral cooperation, not only with humanitarian organizations but also with the political and peacekeeping departments of the United Nations Secretariat to share perspectives on humanitarian crises and issues. The Office for the Coordination of Humanitarian Affairs, the Department of Political Affairs and the Department of Peacekeeping Operations, together with UNDP, UNICEF, UNHCR, WFP, the United Nations High Commissioner for Human Rights and the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) participate in the Executive Committee which provides a forum for the humanitarian community and the political and peacekeeping departments of the United Nations Secretariat in which to share perspectives on humanitarian crisis.

129. On 22 June 1999, the Secretary-General issued a bulletin on the organization of the Office for the Coordination of Humanitarian Affairs (ST/SGB/1999/8) which clearly defines the functions of the Office both at Headquarters and in the field.

> **Recommendation 2.** *The roles of humanitarian assistance operators, which are non-political, have been extended to accommodate the impact of conflict situations resulting from intra-State and international conflicts. In complex emergencies, civilians on all sides and at all times must be protected and assisted by the United Nations and its humanitarian agencies on the principles of humanity, impartiality and neutrality which need to be respected by all. These principles are defined in the statutes of the International Red Cross and Red Crescent Movement.*

130. The Office for the Coordination of Humanitarian Affairs has been working on the development of common United Nations ground rules based on agreed principles (also known as the "Principle's project" or "Protecting principles under stress"). The purpose of this guide is to assist United Nations country teams in the development of common United Nations ground rules, based on agreed principles, for United Nations activities in countries in crisis or emerging from conflict. One of the core principles relating to United Nations activities in countries in crisis mentioned in the guide states that humanitarian assistance must be provided to all in need, based upon the principles of humanity, neutrality and impartiality. Free and unimpeded access for humanitarian assistance activities for those in need constitutes another of the core United Nations principles.

131. Despite the best efforts of humanitarian organizations, the protection of civilians continues to be extremely difficult. Aware of these difficulties, the President of the Security Council issued a statement on 12 February 1999

(S/PRST/1999/6), in which the Secretary-General was requested to submit a report containing concrete recommendations to the Council on ways in which the Council, acting within its sphere of responsibility, could improve the legal and physical protection of civilians in situations of armed conflict. The Office is coordinating the preparation of the report.

> **Recommendation 3.** *The Secretary-General's "An Agenda for Peace" and its Supplement, have provided mechanisms for maintaining international peace and security through preventive diplomacy, peacemaking, peacekeeping and peace-building. Negotiations with all parties to avoid conflicts, contain and/or solve them is one of the least costly and most effective means of achieving the aims of the United Nations. In order to maximize the impact of the strategies, the Secretary-General should strengthen and privilege the channel of "negotiations".*

132. Substantial steps have been taken to include coordination in the areas of early warning, both within the Secretariat as well as with humanitarian agencies. The Framework for Coordination provides an inter-agency and interdepartmental platform which is focused on early warning and prevention, with the participation of the Department of Political Affairs, the Department of Peacekeeping Operations, UNDP, the Office of the United Nations High Commissioner for Human Rights and the Office for the Coordination of Humanitarian Affairs. In addition, FAO, WFP, UNICEF, UNHCR and WHO are involved in the country analysis and assessment.

133. Strategic frameworks have been developed with the aim of defining a coherent and effective United Nations response for a particular country in crisis. Strategic frameworks outline the principles, goals and institutional arrangements for a more coherent, effective and integration of political strategy and assistance programmes. They also provide a common conceptual tool to identify, analyse and assign priorities to key issues and activities on the basis of shared principles and objectives. The strategic frameworks comprise a political strategy and field-based arrangements for the common programming of international assistance. Two countries, Afghanistan and Sierra Leone, have benefited from strategic frameworks.

> **Recommendation 4.** *The increasing number of complex emergencies and the involvement of the United Nations in humanitarian and peacekeeping operations have raised the interest not only of the traditional operational partners of the United Nations and non-governmental organizations, but also of research and academic institutions and universities. This development deserves to be encouraged and fortified. The participation of non-governmental organizations in complex emergencies has proved essential for United Nations relief activities. Also, the involvement of academic institutions has opened a new avenue for a flow of ideas from organizations not part of the United Nations structure but nevertheless genuinely concerned:*
>
> *(a) Non-governmental organizations. The consideration by the Office for the Coordination of Humanitarian Affairs to explore the feasibility of assigning a full-time non-governmental organization liaison at its headquarters follows that line and should be supported. A similar pattern could also be envisaged at the field level;*
>
> *(b) With regard to academic institutions, there should be a continuous exchange of information-sharing between identified institutions and universities and the appropriate departments and entities of the United Nations on how effective responses can be developed to complex emergencies.*

134. The Inter-Agency Standing Committee brings together all major humanitarian actors, both within and outside the United Nations system. The Committee works to develop a shared analysis of a given crisis and to ensure inter-agency decision-making in the response to complex emergencies, as well as in the development of humanitarian policies. Non-governmental organizations are represented in the Committee by three major networks of non-governmental organizations, the Steering Committee on Humanitarian Response, Inter-Action and the International Council of Voluntary Agencies. The Inter-Agency Standing Committee recognizes, therefore, the importance of non-governmental organizations both at the conceptual and operational levels of humanitarian action.

135. In addition, working groups of the Committee have invited specific non-governmental organizations to participate in their meetings. Such was the case with the working group on gender and humanitarian response.

136. The Office for the Coordination of Humanitarian Affairs, in maintaining close links with non-governmental organizations, has appointed a non-governmental organization liaison officer in its Advocacy Unit of the Policy, Advocacy and Information Division.

137. There is a continuous exchange of information between the Office and academic institutions on how an effective response can be developed to complex emergencies. A

project to work in the development of humanitarian policies has been initiated with 14 African research institutions.

Recommendation 5. *The relationship between United Nations humanitarian assistance operators and peacekeeping forces fully emerged when the number of complex emergencies increased. This relationship is working at the headquarters level owing to the efforts of the heads of the three departments, the Department of Political Affairs, the Department of Peacekeeping Operations and the Department of Humanitarian Affairs, who have set up a coordination mechanism. The plan, however, does not take into sufficient consideration the role of the agencies at the field level. In order to improve cooperation and coordination among the different components involved:*

(a) Clear lines of responsibility should be established by the Secretary-General and in conformity with the will of Member States, for those three departments;

(b) An increased involvement of the Inter-Agency Standing Committee should be recognized, under the auspices of the Department of Humanitarian Affairs, with the following tasks: (i) to participate in the planning of peacekeeping operations with the Department of Humanitarian Affairs, the Department of Peacekeeping Operations and the Department of Political Affairs; and (ii) to inform on a regular basis the Security Council, through the Department of Humanitarian Affairs, of the background of strategies and operations.

138. There is a close relationship between United Nations humanitarian operations and the Department of Peacekeeping Operations at both the field and headquarters level. Pursuant to the reform programme of the Secretary-General, the Executive Committee on Humanitarian Affairs was established to ensure complementary and lateral cooperation not only with humanitarian organizations but also with the Department of Political Affairs and the Department of Peacekeeping Operations and to share perspectives on humanitarian crises and issues. Both departments participate in the Executive Committee.

139. Coordination mechanisms established both through the Executive Committee and the Inter-Agency Standing Committee do indeed allow operational humanitarian agencies to maintain direct links with the Department of Political Affairs, the Department of Peacekeeping Operations and other departments of the Secretariat.

140. In January 1999, the Under-Secretary-General for Humanitarian Affairs and Chairman of the Inter-Agency Standing Committee made a statement to the Security Council on humanitarian activities relevant to the Security Council. This was followed by a debate on the protection of civilians in armed conflict, which led to the issuing of a statement by the President of the Council. The. Office for the Coordination of Humanitarian Affairs is preparing a report on this matter, which will address the relationship between humanitarian actors and peacekeeping forces.

Recommendation 6. *The respect and protection of human rights in complex emergencies have not so far been satisfactorily assured, despite existing international instruments. In order for the High Commissioner and the Centre for Human Rights to be able to carry out their responsibilities, a human rights presence should be envisaged parallel to the office of humanitarian coordinator at the field level, and peacekeeping operations to be undertaken by the United Nations should have a human rights component, taking into account the nature of the mandates established by the Security Council.*

141. The Office for the Coordination of Humanitarian Affairs has consistently supported the strengthening of links between human rights and humanitarian emergencies. Human rights components have been included in a number of peacekeeping operations and United Nations human rights missions have been established where no peacekeeping operations exist. Human rights officers have undertaken efforts to integrate their activities with the humanitarian community by participating in humanitarian coordinating structures and mechanisms.

Recommendation 7. *In complex emergency operations, the activities of the Department of Political Affairs, the Department of Peacekeeping Operations and the Department of Humanitarian Affairs, human rights issues and non-governmental organizations are becoming more and more interdependent and interlinked. These entities and departments are directly or indirectly responsible for the implementation of the decisions of the Security Council. The following suggestions seem, therefore, appropriate:*

(a) At the headquarters level, the initiative taken by the Department of Humanitarian Affairs, along with other humanitarian agencies, the Department of Peacekeeping Operations and the Department of Political Affairs to set up a coordination mechanism should be pursued and

formalized. Once completed, the relevant document should become a flexible framework for cooperation at the headquarters level in complex emergencies;

(b) At the field level, the following chain of command and hierarchy should be followed:

(i) The Special Representative of the Secretary-General, in accordance with his or her mandate, should provide overall leadership, coordinate and harmonize political, military and humanitarian operations;

(ii) The United Nations Force Commander, the Humanitarian Coordinator and the representative of the High Commissioner for Human Rights as a parallel entity on the ground should report, unless otherwise decided, to the Special Representative, without prejudice to their respective mandates and internal procedures vis-à-vis their headquarters offices;

(iii) An information network with the primary purpose of making operational data available among all humanitarian components and actors should be established under the responsibility of the Department of Humanitarian Affairs and should be accessible to the field offices.

142. The participation of the Office for the Coordination of Humanitarian Affairs, the Department of Political Affairs, the Department of Peacekeeping Operations and the Office of the United Nations High Commissioner for Human Rights in the Executive Committee on Humanitarian Affairs reflects the importance for the humanitarian community and the political and peacekeeping departments of the United Nations Secretariat to share perspectives on a humanitarian crisis. As mentioned above, the Framework for Coordination provides a platform focused on early warning and prevention.

143. A recently approved note of guidance clarifies the relations between humanitarian coordinators and special representatives of the Secretary-General. While the Special Representative has overall authority with regard to United Nations operations in the designated country, the Humanitarian Coordinator has the sole mandate for coordination of humanitarian assessment and response, under the strategic lead of the Special Representative. The Humanitarian Coordinator remains accountable to the Emergency Relief Coordinator for coordination, programming and policy in relation to humanitarian assistance.

144. The recommended information network (http://www.reliefweb.int) has been implemented and is being strengthened. The ReliefWeb provides up-to-date information on complex emergencies and natural disasters collected from over 170 sources. Further, OCHA-Online, which is linked to ReliefWeb, provides information specific to the work of the Office for the Coordination of Humanitarian Affairs.

145. In addition, the integrated regional information networks, an initiative led by the Office and based in the field, provide information and analyses from a regional perspective to a variety of audiences. Together, network offices issue daily and weekly reports to over 4,000 subscribers. Overall, it is estimated that they reach at least 10,000 readers around the world.

Recommendation 8. *At the field level, the role of coordinating humanitarian activities among humanitarian agencies according to the terms of reference agreed upon by the Inter-Agency Standing Committee should be recognized and strengthened. The Humanitarian Coordinator should report to the Department of Humanitarian Affairs on humanitarian affairs but function under the overall authority of the Special Representative of the Secretary-General. The task of the Humanitarian Coordinator could be assigned to the Resident Coordinator in view of the latter's participation in early warning, responsibility for United Nations staff security and role as chief of the disaster management team. The candidate proposed should have the required professional capability. If that is not the case, he or she should be chosen in accordance with the terms of reference agreed upon by the Inter-Agency Standing Committee.*

146. The terms of reference of humanitarian coordinators who are usually also the resident coordinators have been defined. Humanitarian coordinators work closely with the United Nations humanitarian agencies, as well as with non-governmental and international organizations delivering assistance, to ensure a coherent and timely response. A humanitarian coordinator reports to the Emergency Relief Coordinator as appropriate and works under the authority of the Special Representative of the Secretary-General.

Recommendation 9. *Member States should consider the possibility of putting additional resources at the disposal of the Department of Humanitarian Affairs in order to strengthen its structure and improve its capabilities.*

147. The Office for the Coordination of Humanitarian Affairs continues to require funding in order to undertake

its activities, with two thirds of the resources required by the Office still being derived from extrabudgetary sources. Member States have been forthcoming in light of the reform and performance of the Office.

> **Recommendation 10.** *The safety and security of United Nations personnel involved in the various peacekeeping operations has become one of the primary concerns of the international community and, in particular, of the United Nations. At its forty-ninth session, the General Assembly approved resolution 49/59 of 9 December 1994, on the Convention on the Safety of United Nations and Associated Personnel, which provides for wider security of those who are involved in complex emergencies in relation to the United Nations organizations.*

148. During past years, calculated attacks and the use of force against the personnel of United Nations and other humanitarian organizations have not ceased.

149. Several factors have been mentioned as contributing to the insecurity faced by humanitarian personnel. These include: (a) a desire by State or non-State actors in conflict situations to disrupt humanitarian operations which they consider undermine their own political, strategic or military goals; (b) a desire to remove actual or potential witnesses to human rights abuses and other violations of international law; and (c) a general mistrust and suspicion of the motives and intentions of humanitarian organizations.

150. The Office for the Coordination of Humanitarian Affairs welcomes the fact that the Convention on the Safety of United Nations and Associated Personnel came into force on 15 January 1999 after its ratification by 22 States. The entering into force of the Convention is of great importance since it provides a legal framework for ensuring the safety of United Nations and associated personnel. The Convention, however, covers only those United Nations and associated personnel engaged in operations specifically authorized by the Security Council or General Assembly.

151. The scope of the Convention needs to be extended to cover other categories of personnel, that is, relief personnel working in operations outside a peacekeeping context, or personnel of non-governmental organizations working in the field without an agreement with the Secretary-General or specialized agencies.

> **Recommendation 11.** *The primary purpose for establishing national volunteers, known as "White Helmets", is to use fully the national potential of countries in providing support for the humanitarian relief, rehabilitation and technical cooperation for development activities. The Inspector suggests that the possibility could be considered of expanding the role of the White Helmets to provide with their presence a deterrent and a symbolic protective cover in their working relationship with humanitarian operators.*

152. While the use of volunteers, "White Helmets", has proved positive, the benefits of a further expansion of volunteer work are limited by logistic impediments.

VII. Military component of United Nations peacekeeping operations

153. A report on the military component of United Nations peacekeeping operations and the comments of the Secretary-General thereon (see A/50/576 and Add.1) were submitted to the General Assembly at its fiftieth session.

> **Recommendation 7 (a).** *The Secretary-General should respond expeditiously to the General Assembly's call for standardization of death and disability benefits and submit at an early date his views on a comprehensive insurance scheme to cover these benefits.*

154. By resolution 51/218 E of 17 June 1997, the General Assembly adopted a new methodology for reimbursement of death and disability claims, which established self-insurance and uniform standardized rates for the payment of awards in cases of death or disability sustained by troops in the service of the United Nations peacekeeping operations after 30 June 1997.

155. The new methodology expedites the processing of death and disability claims, ensures equal treatment of Member States and simplifies the administrative arrangements. It requires less supporting documentation than the old methodology. After the adoption of this new system by the General Assembly, the Secretariat drafted guidelines for troop-contributing countries for submission of death and disability claims for incidents occurring on or after 1 July 1997 and administrative procedures for the processing of these claims.

> **Recommendation 7 (b).** *The Secretary-General should streamline procedures for the rapid reimbursement to Member States of the costs attendant upon the use and depreciation of their equipment.*

156. The revised procedures for determining reimbursement to Member States became effective 1 July 1996. They have been successfully implemented in the establishment of the United Nations Mission in the Central African Republic

(MINURCA). The report of the Secretary-General on the first full year of implementation of the reformed procedures for determining reimbursement to Member States for contingent-owned equipment (A/53/465) was reviewed by the Advisory Committee on Administrative and Budgetary Questions and presented to the Fifth Committee of the Assembly in May 1999. The new procedures significantly reduce the time required to reimburse the Member States for the use of their equipment.

> **Recommendation 9 (c).** *The Secretary-General should ensure that the Department of Peacekeeping Operations builds up skilled personnel, both military and civilian, from among whom a rapid deployable temporary team can be despatched to the field at short notice.*

157. No over-capacity exists either within the Department of Peacekeeping Operations or the field to ensure a painless deployment of start-up phases or additional requirements. The Department has, however, identified staff serving in field missions who can be deployed at short notice to provide start-up support. Consideration is also being given to the possibility of extending this concept to offices of the United Nations Secretariat, where departments would be asked to release staff identified in their areas of responsibility to field missions at short notice.

> **Recommendation 9 (d).** *The Secretary-General should carry out the full integration of the Field Administration and Logistics Division within the Department of Peacekeeping Operations.*

158. The organization of the Department of Peacekeeping Operations is governed by a specific Secretary-General's bulletin dated 22 March 1995, according to which the Field Administration and Logistics Division is an integral part of the Department and is fully involved in all processes being undertaken by it.

VIII. Towards a new system of performance appraisal in the United Nations Secretariat: requirements for successful implementation

159. The report of the Joint Inspection Unit, entitled "Towards a new system of performance appraisal in the United Nations Secretariat: requirements for successful implementation" (A/49/219) was submitted to the General Assembly in 1994. The Secretary-General submitted comments on the report (A/49/219/Add.1), in which he welcomed it as timely and valuable. The General Assembly took note with appreciation of the report in its resolution 49/222 of 23 December 1994.

> **Recommendation 1.** *To establish and continually enhance the new performance appraisal system, the Secretary-General and the General Assembly should monitor the development and implementation of the new system very carefully, particularly in its initial stages.*

160. The Secretary-General informed the General Assembly at its forty-ninth session of the development of the performance appraisal system (see A/49/445). Subsequent reports on the development and implementation of the system (A/C.5/51/55 and Corr.1 and A/53/266), and on the development of a system of performance awards or bonuses (A/52/439) were submitted to the Assembly, at its fifty-first, fifty-second and fifty-third sessions. By resolution 52/219 of 22 December 1997, the General Assembly encouraged the Secretary-General to continue his efforts to refine and simplify the performance appraisal system, reiterated that it was important that the system be implemented consistently throughout the Secretariat so as to achieve an effective and fair performance management and staff development tool, and requested the Secretary-General to monitor its application. The Assembly approved, and urged the Secretary-General to adopt a step-by-step approach to, the introduction of a system of performance awards and bonuses.

161. The recommendations of the Joint Inspection Unit have been taken into consideration in the design, implementation, revision and ongoing monitoring of the performance appraisal system.

162. After the first full year of implementation, the Secretary-General reviewed the system and, in the light of feedback received from staff and managers, the processes, forms and materials were significantly simplified. Elements were introduced to increase managerial accountability and improve linkages to staff development.

163. The system provides for monitoring mechanisms at the departmental and global levels, namely the Management Review Committee, the Joint Monitoring Committee and the Global Joint Monitoring Committee. The terms of reference of the joint monitoring committees are set out in administrative instruction ST/AI/1997/5 of 14 October 1997. In addition, the Office of Human Resources Management monitors the implementation of the system with a view to ensuring consistency of application throughout the Organization.

Recommendation 2. *To provide the full commitment that such a major change in organizational culture requires, the Secretary-General should:*

(a) Take determined actions to install, implement and steadily improve the broad new system of accountability and responsibility, which is essential to support proper functioning of the new performance appraisal system;

(b) Ensure highly visible, and continuous, top management commitment and support for the new performance appraisal system, in particular to overcome the poor record of, and understandably negative staff attitudes towards, past performance evaluation efforts;

(c) Establish clear guidance and roles for all managers and supervisors throughout the Secretariat, as well as special training, to enable them to effectively carry out their critical new responsibilities for work planning, continuous dialogue with staff, a results-oriented culture, and management of both the human and financial resources entrusted to them.

164. The performance appraisal system is an integral part of an overall system of accountability and responsibility. Senior managers have the key role to play with respect to accountability and responsibility for the management of their programmes and human and financial resources. The performance appraisal system, which applies to all staff up to and including the level of Under-Secretary-General, is designed to serve as a line management tool to improve overall organizational performance and to establish a vertical line of accountability from senior management down to the individual staff member.

165. The overall responsibility for the full implementation of the performance management system in a department or office rests with the head of the department or office whose work plans are the basis upon which the system is built. Visible support of senior management is clearly a key to the system's success.

166. Experience in other organizations has shown that establishing an effective performance management system is a long-term endeavour, requiring significant organizational culture change and new ways of thinking on the part of both staff and managers. For this reason, the institutionalization of the performance appraisal system was approached in an integrated manner by introducing, along with the system, new staff development programmes to provide career support, develop managerial and supervisory skills and promote attitudinal change. These programmes are aimed at supporting the implementation of effective principles of performance management and building up the requisite skills, such as work planning, team building, providing feedback, coaching and appraising staff.

Recommendation 3. *To properly implement the key technical elements of the new performance appraisal system throughout the Secretariat, the Secretary-General should:*

(a) Give high priority to the difficult but essential task of establishing an integrated system linking mandates, objectives, strategies, work programmes and individual staff performance agreements and standards, as a basis for both sound staff performance appraisal and more effective overall programme performance; a mission statement by the Secretary-General is necessary;

(b) Ensure objective, transparent, distinct and fair ratings, with special attention paid to probationary staff; make the new performance appraisal reports the key input to placement and promotion decisions; and respond to the General Assembly's call for firm sanctions for poor performers;

(c) Establish a formal, full-time unit to properly carry out the high-priority, large-scale management project that the performance appraisal system certainly represents, and to perform performance management tasks and system improvement in the future, including annual reporting to the General Assembly as previously requested but not implemented.

167. The Secretary-General has set out a clear vision and strategy for the Organization in his programme for its reform (A/51/950 and Corr.1 and Add.1-7).

168. The performance appraisal system establishes a process by which overall organizational goals and strategies provide the basis for departmental goals and work plans. These, in turn, are translated into work unit plans, which are the foundation for individual work plans. The procedures for implementation of this cascading process are set out in administrative instruction ST/AI/1997/8 of 9 December 1997, which indicates the way in which the linkages are to be made from higher level organizational goals down to individual work plans.

169. Performance appraisal reports are central in all staffing decision-making processes, including placement, promotion and contract renewal.

170. The Secretary-General has set out his position on under-performance in his report on performance management (A/53/266), in which he indicates that the identification and appropriate treatment of under-performance is an integral part of his performance management strategy and suggests a progression of measures which might be taken in cases where performance shortcomings are identified.

171. In order to emphasize the need for clear consequences linked to all levels of performance, the Secretary-General has also recommended a step-by-step approach to the introduction of means to recognize staff whose performance is outstanding.

172. The Secretary-General has stressed that the performance appraisal system is a line-management responsibility. The Office of Human Resources Management provides support and guidance to staff and managers in implementing the system, continues to monitor and report on its implementation with a view to ensuring consistency of application throughout the Organization, and is responsible for its implementation, in consultation with staff management. Within the Office, performance management is being approached in an integrated way, linked closely to activities for staff development and career support.

173. With respect to recommendations 4 (b) and 4 (c) of the Joint Inspection Unit, the Secretary-General has no additional comments beyond those made in document A/49/219/Add.1.

IX. Inspection of the application of United Nations recruitment, placement and promotion policies

174. Two reports of the Joint Inspection Unit were submitted to the General Assembly on recruitment, placement and promotion policies: the first, dealing with the application of United Nations recruitment policies, at its forty-ninth session (A/49/845), and the second, dealing with placement and promotion policies, at its fifty-first session (A/51/656). The comments of the Secretary-General thereon were submitted in documents A/49/845/Add.1 and A/51/656/Add.1, respectively.

175. The General Assembly took up both reports of the Unit in the context of its consideration of human resources management, as reflected in resolutions 51/226 of 3 April 1997 and 53/221 of 7 April 1999.

176. With regard to both reports, the strategy of the Secretary-General for the management of human resources of the Organization continues to be in line with the recommendations of the Inspectors. A report to the Assembly at its fifty-third session was focused on the direction, work in progress and future actions in the area of reform of human resources management, including input derived from a task force established to advise the Secretary-General on priorities and strategies for change. The priority remains to develop a system of recruitment and placement that gives programme managers the principal responsibility for the selection of staff. The current multiple and complicated processes diffuse responsibility. As well as defining the role, responsibility and accountability of managers, the system must ensure that the concerns and mandates of the Assembly are met and that decisions are reasoned and documented in order to ensure transparency. Recruitment, placement and promotion processes have to provide career development opportunities for staff at all levels, bring needed skills from outside the Organization, and ensure progress on geographical and gender representation.

177. The competitive entry processes for recruitment and promotion of junior staff in the Professional category face changing needs, with emphasis on retaining and developing the career staff of the future. Such techniques as rostering of candidates, rotation of staff and executive searches will broaden the pool of skills and talent available to the Organization. Comments on the specific recommendations are set out below.

Recommendation 1. *As urged by the General Assembly in resolution 47/226 of 8 April 1993, the Secretary-General should review and improve all personnel policies and procedures as a matter of priority, with a view to making them more simple, transparent and relevant. These rules and procedures should be brought together in a human resources management manual to be used as a main reference source by all programme managers and other officials concerned. The revised rules and procedures should be applicable to all entities under the authority of the Secretary-General.*

Recommendation 2. *As a matter of priority, the following measures should be taken:*

(a) The management capacities of the Office of Human Resources Management should be strengthened and its human resources upgraded, both through hiring officials with specific and solid professional education and experience in human

resources management and through specific human resources training of the staff already on board;

(b) The Secretary-General should revise the section of the Organization Manual dealing with the Office of Human Resources Management. The functions of the Office as the central human resources authority responsible for policy formulation, planning, control and monitoring of human resources, as well as the guardian of the Secretary-General's authority, should be clearly spelled out;

(c) The Secretary-General, through an administrative instruction or in any other form, should refer to the absolute obligation of all programme managers to abide by human resources management policies and to the unacceptability of practices still common in the Secretariat, such as favouritism, circumvention of the principle of competitiveness and interference with the authority of the Office of Human Resources Management.

Recommendation 3. *The decentralization of such essential human resources management functions as recruitments, promotion and separation should be carried out only after:*

(a) Human resources management policies are formulated as suggested by the Secretary-General in his report (A/C.5/49/5);

(b) All personnel procedures and methods are reviewed and improved, as required by General Assembly resolution 47/226;

(c) Proper demarcation of responsibilities in the area of human resources management is established between the Office of Human Resources Management and other offices and departments at and away from Headquarters;

(d) Appropriate mechanisms for reporting, accountability and follow-up are put in place.

Recommendation 4. *In order to meet staff needs and especially those of peacekeeping and related missions, as well as the needs of departments to replace the staff sent on missions, the Secretary-General should be allowed to extend contracts of staff on board up to the age of 62, provided that their experience is relevant and performance is satisfactory. This measure will allow the Secretary-General both to use in-house expertise more extensively and put on the same footing staff recruited before 1 January 1990, for whom the retirement age is fixed at 60, and staff recruited after that date whose retirement age is 62.*

Recommendation 5. *Although the principle of geographical distribution is not officially applicable to staff reappointed after retirement age, the Secretary-General should take every measure to ensure a certain geographical balance and national diversity of staff both sent on mission and those employed as replacements for the latter.*

Recommendation 6. *In his efforts to enhance transparency, accountability and follow-up in personnel programmes, the Secretary-General should provide in the proposed human resources report a full account of costs, benefits, problems and prospects related to all forms of recruitment activities (competitive examinations, recruitment missions etc.).*

Recommendation 7. *The Secretariat should modernize recruitment methods both through diversification of recruitment sources which remain untapped (e.g., universities, professional organizations etc.) and utilization of such means as electronic bulletin boards, professional journals and magazines with a view to ensuring recruitment of the best candidates. In this endeavour, the principle of equitable geographical distribution of staff should not be jeopardized.*

Recommendation 8. *Probationary contracts for staff recruited through competitive examinations should be abolished. Initial appointment for these staff should be for a fixed term, for a duration of two years. Amendments to the Staff Rules should be made accordingly.*

Recommendation 9. *The format of rosters should be improved along lines specified in the present report. The rosters and job designs should use the same descriptors to allow more expeditious and much better selection of both internal and external candidates.*

178. Work is under way to simplify the corpus of personnel policies and procedures and to produce a management handbook that would codify standard operating procedures. The central role of the Office of Human Resources Management has been strengthened, and the process of streamlining has begun Before delegation of authority occurs, however, mechanisms of accountability will have to be put in place. Concerning the use of retirees, the General Assembly, in section VII of its resolution 53/221, endorsed the observations and recommendations on their use (A/53/691) and requested the Secretary-General to have recourse to the employment of retirees only if the operational requirements of the Organization cannot be met by existing staff. The extension of contracts of staff on board up to the

age of 62 has been the subject of staff-management consultation. Specific efforts are under way to place successful candidates from competitive examinations, with particular attention to the situation of Member States which are unrepresented or under-represented in the staff of the Secretariat. The report on the composition of the Secretariat each year is supplemented by an analysis of the status of women in the Secretariat. A modern recruitment process is in place, using professional organizations, electronic bulletin boards and executive search mechanisms. Similarly, rosters of internal and external candidates have been reorganized by occupational category, with status reports and summaries provided to improve formats.

179. Turning to the three specific recommendations of the Joint Inspection Unit regarding placement and promotion, the Secretary-General maintains the positions set out in his comments on the report (A/51/656/Add.1). The General Assembly, by resolutions 51/226 and 53/221, has provided extensive and detailed policy guidance on the majority of the issues raised by the Inspectors. At the same time, the Secretary-General has put forward proposals for the reform of human resources management which draw, *inter alia*, on the analyses contained in their reports.

> **Recommendation 1.** *The Secretary-General should take urgent measures to review and improve all personnel policies and procedures, as required by the General Assembly in paragraph 3 of its resolution 47/226.*
>
> **Recommendation 2.** *The Secretary-General should explain to the General Assembly why a career development system has neither been put in place nor included in the proposed medium-term plan. The Secretary-General should also inform the General Assembly of policies, staffing and programmes that will replace a comprehensive career development system, with time-limited objectives for achieving these actions.*
>
> **Recommendation 3.** *Pursuant to the requirement contained in paragraph 5 (b) of section E of General Assembly resolution 48/218 of 23 December 1993, the Secretary-General should issue specific guidance to clearly establish responsibility and accountability of programme managers for the proper use of human resources, as well as sanctions for non-performance.*

180. As stated in the Secretary-General's report on human resources management (A/53/342), the Organization's career development policy is based on the principle that responsibility for career growth and development is shared: by the Organization, which must provide structural support and a framework of opportunities; by managers, who must support their staff's development and career progress; and by staff members, who must be committed to continuous professional growth.

181. In this context, the Organization continues to develop and strengthen the basic elements of a career support system. A key element is the development of core organizational competencies and managerial competencies to be used as a basis for other human resources systems such as recruitment, placement, staff development and appraisal. A participatory process involving interviews with all heads of departments and offices and focus groups including staff at all levels in the Secretariat has been undertaken to define and validate core and managerial competencies. A competency model will be introduced in 1999 and, subsequently, initial applications of the model will be developed.

182. Another essential element of a career support system is a human resources planning capacity to project organizational human resources requirements and facilitate timely action to recruit, train and develop staff to fill those requirements. Work has begun on a system that will have an integrated database and forecasting and data monitoring capability. A skills inventory database has been created and information on the work experience, training, language proficiency, professional preferences and supervisory experience of staff is being entered into it. This information will facilitate succession planning, focused recruitment and greater career support.

183. The performance appraisal system has been revised to link it more closely to staff development and career support. In the revised system, all staff with supervisory or managerial responsibility are required to fulfil goals related to the development of their staff, and all staff members are expected to indicate at least one professional development goal to be achieved during the reporting period.

184. The Secretary-General, in his bulletin entitled "Building the future" (ST/SGB/1998/6), has emphasized that staff development is a shared responsibility, and stressed the need to create an organizational environment that supports managers and enables staff to contribute to their maximum potential. Accordingly, another essential element of the Organization's career development policy is the identification of development needs and the provision of learning opportunities for all staff.

185. To meet the Organization's identified priority needs, staff development and learning programmes have been reinforced and refocused, and new targeted programmes are being implemented for staff at all levels. Frameworks are being developed to spell out the progression of skills and

competencies required for staff to advance to different levels in the Organization, and to outline the variety of means available to staff to develop these skills and competencies.

186. While the Organization has responsibility for providing a range of staff development opportunities, the Secretary-General has made clear his expectation that managers also have an important role to play in supporting the growth and development of their staff and has stressed that managing people must be seen as a key managerial task, along with managing programmes, financial resources, information and change. Mandatory managerial development and supervisory skills training programmes have been put in place throughout the Secretariat to build essential skills and reinforce the important role of supervisors in the development and career support of their staff.

187. Particular attention continues to be focused on entry-level Professional staff recruited through the competitive examination processes. The intensive development programme for new Professional staff, which was introduced in 1997, includes regularly scheduled follow-up and ongoing career counselling for participants.

188. In addition to training, it is recognized that all staff members need to have improved access to information about the work and job requirements in the various departments and occupational groups, and receive guidance in order to understand their role, plan for their development and set realistic career goals. To address this need, an integrated series of career support programmes has been introduced which include career planning workshops for staff and supervisors, information sessions, panel discussions and video presentations. Career planning workbooks and videos on career and development issues are being made available in self-study resource centres.

189. Priority attention is being given to reviewing the issue of mobility, bearing in mind that the needs and the means of the Organization must be the paramount consideration. Accordingly, measures are being taken to achieve greater mobility of staff across functions, departments, duty stations and organizations of the United Nations system, and to address internal constraints. Particular emphasis is being placed on means of increasing the mobility of entry-level Professionals so as to provide these staff with opportunities to broaden their experience during the early stages of their careers. In this regard, the Secretary-General intends to introduce a system of managed reassignments whereby initial assignments of all entry-level Professional staff will be managed centrally, in collaboration with programme managers, in order to provide them with two different assignments within their first five years in the Organization. Implementation of the proposed managed reassignment programme will require a shift on the part of programme managers to viewing entry-level staff as an organizational resource and considering junior Professional posts as developmental positions.

190. The Secretary-General is also committed to examining all avenues for enhancing mobility, including increased support for lateral moves, job exchanges, secondments, temporary assignments, job rotation systems within departments and service in missions.

191. Work is under way to develop guidelines to clearly establish the responsibility and accountability of programme managers for the proper use of human resources, including sanctions for non-performance. The delegation of authority will have to be preceded by the introduction of mechanisms of accountability.

X. Comparison of methods of calculating equitable geographical distribution within the United Nations common system

192. A report on the comparison of methods of calculating equitable geographical distribution within the United Nations common system, together with the comments of the Secretary-General thereon, was submitted to the General Assembly at its fifty-first session (A/51/705 and Add.1).

193. The report of the Joint Inspection Unit contained details of the methods used by the organizations of the United Nations common system to implement the principle of geographical distribution. For the United Nations, the Secretary-General continues to report annually on the composition of the Secretariat, in accordance with requests made by the General Assembly in its resolutions on human resources management. The annual report continues to provide an overview of the staff of the Secretariat by nationality, gender, grade and contractual status (for the most recent reports, see A/52/580 and Corr.1 and 3 and A/53/375 and Corr.1 and 3). It presents changes in the desirable ranges for the geographical distribution of staff, based on the criteria set out by the Assembly in resolution 42/220 A of 21 December 1987. The report also sets out the measures taken to ensure the equitable representation of Member States at the senior and policy-making levels of the Secretariat.

Recommendation 1. *More active consideration should be given to demographic profile and post level*

weighting principles in applying the principle of geographical equity.

194. In accordance with paragraph 1 of section III of General Assembly resolution 42/220 A, the demographic factor continues to account for 5 per cent of the base figure of 2,700 geographical posts, with 40 per cent allocated in accordance with the membership factor and 55 per cent with the contribution factor. With regard to the proposal by the Joint Inspection Unit that more emphasis should be given to regional and subregional grouping, the Assembly, by paragraph 4 of section IX of its resolution 53/221, requested the Secretary-General, when submitting future reports on the composition of the Secretariat, to discontinue the established practice of showing the representation of staff according to major geographical groupings as referred to in annex II to his report (A/53/375 and Corr.1 and 3), and to list countries in alphabetical order.

195. In the above-mentioned report, a new part (section IV and table 12) was introduced to respond to the request of the Assembly, in paragraph 3 of section III.B of its resolution 51/226 of 3 April 1997, that the Secretary-General take every available measure to ensure, at the senior and policy-making levels of the Secretariat, the equitable representation of Member States, in particular of developing countries and Member States with inadequate representation at those levels, in accordance with the relevant resolutions of the Assembly.

Recommendation 2. *It is desirable to adopt a principle of weighting, thereby assigning a certain coefficient to each grade in each category of post.*

196. The annual report on the composition of the secretariat continues to include data on the weighted range, mid-point and staff position data for each Member State.

Recommendation 4. *The secretariats of international organizations should be somewhat cautious in accepting nationals from any country provided free-of-charge who will perform tasks that would normally be assigned to staff recruited by the organizations themselves.*

197. In paragraph 12 of its resolution 51/243 of 15 September 1997, the General Assembly requested the Secretary-General to report annually on the use of gratis personnel, indicating, *inter alia*, their nationality, the duration of their service and the functions performed. Paragraph 6 of the same resolution requested the Secretary-General to report quarterly on the acceptance of type II gratis personnel.

198. After their approval by the General Assembly at its fifty-second session, revised guidelines on gratis personnel provided by Governments and other entities were circulated to all departments and offices of the Secretariat. The guidelines are very specific in explaining the restrictive circumstances in which type II gratis personnel may be accepted for limited periods and upon request to all Member States. In compliance with General Assembly resolution 53/11 of 26 October 1998, the Secretary-General notes that, with the exception of one at the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991, all type II gratis personnel were phased out by 28 February 1999. An administrative instruction, incorporating all aspects of the administration and management of gratis personnel was issued on 28 May 1999 (ST/AI/1999/6). Two annual reports have been issued on the use of gratis personnel (A/52/709 and Corr.1, A/53/715) and six quarterly reports on the acceptance of type II gratis personnel (A/52/709 and Corr.1, A/C.5/52/43, A/C.5/52/51, A/C.5/52/56, A/53/715 and A/C.5/53/54), as well as two reports on the phasing out of the use of gratis personnel in the Secretariat (A/52/710 and A/53/847).

XI. Communication for development programmes in the United Nations system

199. The report of the Joint Inspection Unit on communication for development programmes in the United Nations system, containing 10 recommendations addressed to the Secretary-General of the United Nations and organizations of the United Nations system, and the related comments of the Administrative Committee on Coordination (see A/50/126-E/1995/20 and Add.1) were submitted to the General Assembly at its fiftieth session. By resolution 50/130 of 20 December 1995, the Assembly took note of the report and requested the Secretary-General, in consultation with the Director-General of the United Nations Educational, Scientific and Cultural Organization (UNESCO), in accordance with that agency's mandate in the field of communication, to report on the implementation of the resolution to the Assembly at its fifty-first session and thereafter on a biennial basis.

200. By resolution 51/172 of 16 December 1996, the General Assembly considered the report of the Secretary-General (A/51/314), as well as the report presented by UNESCO on the sixth Inter-Agency Round Table on

Communication and Development, held at Harare in 1996, recognized the importance of addressing the issue of communication for development within the intergovernmental processes of the United Nations system, according to the respective mandates of the agencies concerned, and invited the agencies, organizations, funds and programmes of the United Nations system to take the recommendations contained in the report into consideration when planning and implementing relevant projects and programmes, with the cooperation of the resident coordinator.

201. The General Assembly, in its decision 53/442 of 15 December 1998, took note of the note by the Secretary-General transmitting the report of the Director-General of UNESCO on the question (A/53/296). Several organizations that had taken part in a series of regional inter-agency round-table meetings on communication for development programmes in the United Nations system, commented in that report on their implementation of the recommendations of the Harare Round Table. They reported that, through their programmes in various regions, avenues for the advancement of communication for development have been opened and new communication strategies, skills and technologies identified. In so doing, they had utilized a variety of modern media and traditional communications, and had set up networks for sharing programme information, statistics and other data. There has been an increasing openness to partners within and outside the United Nations system to support certain system-wide advocacy roles and establishing technical support services arrangements with other partners. Importance has also been given to resource mobilization, including financial cooperation. New approaches to cost-effective means of communications are being tried, and management plans for achieving financial sustainability and loans for income-generating activities are being sought through donors, foundations and academic institutions.

202. Since the adoption of Assembly resolution 51/172, the two biennial reports on communication for development submitted to the Assembly as well as the regional round-table meetings on communication for development have elicited considerable involvement of members of the United Nations system of organizations.

203. National information policies, including informatic and telematic considerations, are essential to development but are often overlooked at the level of policy formulation. Indeed, effective management of information resources underpins all national development efforts. In this regard, UNESCO is actively involved in assisting developing countries in obtaining affordable and effective access to the Internet. Recognizing that new information and communication technologies are a means of providing greater access to information resources, UNESCO, in close cooperation with ITU, is also contributing towards making information more readily available to those in rural or isolated areas through the establishment in various regions of multipurpose community centres for the provision of community information. While these centres mainly support literacy campaigns, educational and cultural services, public sector activities and government programmes, they are also useful in other areas.

204. As a general comment, the United Nations International Drug Control Programme points out that while the Internet and other technical advancements, such as list servers, secure Web sites, and the United Nations extranet and intranets, created significant possibilities for electronic communication and dissemination of knowledge within the United Nations family, communication among and within countries still needs enhancement, possibly through technical cooperation projects. It points out that while the Internet provides a means for easy access to information, it also enables certain groups to publish unwanted information using the fairly good privacy protection measures available on the Web. The General Assembly, in paragraph 12 of its resolution S-20/4 A of 10 June 1998, proposed that frameworks could be developed for the removal of illegal drug-related information from the Internet.

> **Recommendation 1.** *A communications policy should be integrated within each department of an agency dealing with development and humanitarian assistance and the budgets of all projects and programmes should contain a specific provision for communication activities.*

205. A number of organizations of the United Nations system have indicated that, in varying ways, a policy of communications is integrated within their organizations and their budgets contain provision for communication activities.

206. In keeping with its mandate to promote the free flow of ideas by word and image, UNESCO has always had a secretariat entity responsible for communication. At present, UNESCO has an entire sector for communication, information and informatics. This principle of the free flow of information was reinforced by the twenty-fifth General Conference of UNESCO, with the adoption of the new communication strategy. The programme and budget approved by its General Conference every two years provides the regular source of funding for communication activities. In addition, with the financial support of the Intergovernmental Council of the International Programme for Development Communication and the donor community,

UNESCO is now managing over 200 projects with a cumulated budget of over US$ 30 million.

207. The United Nations International Drug Control Programme has assigned high priority to improving communication within countries, in particular on the issue of drug abuse through, for example, the promotion of and support for the elaboration of national drug control strategies and plans. The sustainability of the resulting cross-sectoral communication is ensured through the establishment of national drug control coordinating bodies, with representation from concerned ministries, as well as the creation of national drug abuse advisory committees and with the participation of representatives from both government and civil society. It is also the policy of the Programme to promote regional and subregional frameworks and thereby enhance communication among countries and its development partners. This new orientation was implemented through the signature of subregional memoranda of understanding under the auspices of the Programme. These cover East Asian countries (1993); the Islamic Republic of Iran and Pakistan (1994); the Economic Cooperation Organization (which includes Afghanistan, Azerbaijan, the Islamic Republic of Iran, Kazakhstan, Kyrgyzstan, Pakistan, Tajikistan, Turkey, Turkmenistan and Uzbekistan) (1995); the Czech Republic, Hungary, Poland, Slovakia and Slovenia (1995); some countries of Latin America, including Argentina, Bolivia, Chile, Peru and Uruguay (1996); the Central American States and Mexico (1996); subsequently joined by Russia and the Aga Khan Development Network.

208. The Food and Agriculture Organization of the United Nations has sought to support the integration of communication components within its development cooperation activities, subject to the interest of both recipient countries and funding sources. While no formal communication unit exists within the International Maritime Organization (IMO), each organizational unit performs specific roles coordinated by a built-in communication network that ensures the effective formulation and delivery of the technical assistance programme.

> **Recommendation 2.** *Communication units should enjoy a certain autonomy and have direct functional relation with the various organizational offices dealing with field activities.*

209. A number of organizations have reported that their communication units enjoy a certain amount of autonomy, and are separate and distinct from information units. For example, FAO, in July 1995, transferred responsibility for development communication activities from its Information Division to the Sustainable Development Department. The unit is part of the Extension, Education and Communication Service. In the case of IMO, communication for development is a basic function that is integrated in the activities of the organization, both at its headquarters operations and through its member States and associated training institutions. In UNESCO, all communication for development projects are the responsibility of the communication, information and informatics sector. In the United Nations Secretariat, the External Relations Unit of the Office for Drug Control and Crime Prevention, in collaboration with the Department of Public Information, is responsible for public information activities and the advocacy programme. It is also the focal point for relationships with the agencies of the system, other intergovernmental organizations and civil society, ensuring the adequate flow of information between these and the substantive units of the Office, including the field offices.

> **Recommendation 3.** *Donor agencies should be invited to provide adequate resources to support and expand communication activities, in particular for participatory development initiatives.*

210. The Food and Agriculture Organization of the United Nations seeks to apply fully the above-mentioned recommendation by inviting donors, such as the Italian and Dutch assistance programmes, to provide adequate resources to support and expand communication for development, in particular for participatory approaches.

211. The United Nations Educational, Scientific and Cultural Organization invites donors to the meetings of the Intergovernmental Council of the International Programme for the Development of Communication which are held annually. During the meetings, donors are encouraged to provide resources specifically for participatory development initiatives. In addition, meetings are held separately each year with all donors.

212. In all technical cooperation projects carried out under the United Nations International Drug Control Programme, components are included for the enhancement of communication and dissemination of knowledge at the global, regional or national level. These components cover enhancing awareness and advocacy on drug-related problems, increasing communication among national institutions and partners in drug control, and training at the national, regional and international levels.

> **Recommendation 4.** *In order to improve coordination in the area of communication by the organizations of the United Nations system, in particular those involved with development, action has to be taken on two levels, headquarters and country:*

(a) At the headquarters level, an internal mechanism, such as focal points, should be established whereby departments would inform each other about the work done on communication in their respective units;

(b) At the country level, coordination should be practical and flexible in order to respond to on-the-spot situations. Greater coordination at the country level should be sought by using fully the team of agency representative within the resident coordinator system.

213. Some United Nations organizations have reported the establishment of focal points for communication within their secretariats. The Office for Drug Control and Crime Prevention has established focal points with the aim of coordinating the various activities and improving communication within the organization. Also, in countries where the United Nations International Drug Control Programme has a field office, its representative is an active participant in the country team.

214. A unit in the Sustainable Development Department of FAO serves as the focal point for communication for development. At country level, FAO fully collaborates within the framework of the resident coordinator system.

215. At UNESCO, there are several focal points and coordinators for communication for a number of sectoral issues, such as human rights and child rights, indigenous peoples, AIDS, youth programmes, children and violence, environment, peace-building and a culture of peace, the United Nations System-wide Special Initiative for Africa, social development, independent media in crisis zones and women. At the country and regional levels, UNESCO has 22 regional communication or informatics/information advisers assigned in various countries.

216. The International Maritime Organization has indicated that, conceptually, communication as it relates to development is a basic function throughout the organization and is integrated within IMO activities. Thus, no separate secretariat entities were established to address this issue. At the country level, however, a pilot scheme has been established to introduce an IMO field presence in selected developing regions, thereby facilitating the organization's input into national and regional development strategies and providing active field-level participation in the development and execution of its Integrated Technical Cooperation Programme.

Recommendation 5. *The United Nations system should work more closely with development-oriented non-governmental organizations at the grass-roots level that have already proved to have sound communication channels with the beneficiaries.*

217. The United Nations International Drug Control Programme involves non-governmental organizations and promotes networking among civil society organizations as well as groups of experts. For instance, the Programme mobilizes youth programmes dealing with drug abuse prevention, enabling them to share experiences and communicate with each other.

218. The Food and Agriculture Organization of the United Nations has a long history of working with non-governmental organizations in developing countries to strengthen communications with local communities. Thirty years ago, in 1969, the topic of communications at the service of rural development was a major agenda item at the biannual international conference of the Freedom from Hunger Campaign which brought together NGO representatives of non-governmental organizations from 28 developing and 23 developed countries. Throughout the 1970s and 1980s, the Freedom from Hunger Campaign worked together with the FAO Development Support Communications Unit to provide support to the communications programmes of non-governmental organizations in the developing world and to learn from the experience of those organizations with participatory approaches and traditional means of communication.

219. With the advent of structural adjustment programmes and the consequent transformation of the roles of the State and civil society, cooperation with non-governmental organizations in information and communications activities at the field level has been increasingly sought for a range of technical programmes. A good example is the Global Information and Early Warning System, where non-governmental organizations contribute information collected at the grass-roots level and benefit from the collation and analysis that FAO provides. At the same time, increasing attention is being given to the communications needs and potential of peoples' movements and organizations, as distinguished from development non-governmental organizations. The Food and Agriculture Organization of the United Nations is seeking to help these organizations, both through its regular programme activities and in some trust fund projects to develop their capacity to manage the flow of vital information to and from rural people and to communicate their interests and needs to policy makers.

220. A comprehensive review of the FAO policy and strategy of cooperation with non-governmental organizations and other civil society organizations has been carried out

over the past months in close consultation with non-governmental organizations in all regions and with the FAO technical departments and field offices. It has resulted in a report, now under final review, which outlines action to be taken to strengthen cooperation in four functional areas, including that of communication for development. Consultation with non-governmental organizations on implementation is foreseen.

221. The United Nations Educational, Scientific and Cultural Organization cooperates directly with some 200 non-governmental organizations ranked according to their active engagement in the programme and work of the organization. The organization has also been instrumental in the creation of several independent non-governmental organizations, such as the Asia Media Information and Communication Centre (AMIC), the African Council for Communication Education (ACCE), the International Association for Media and Communication Research (AMCR), Reseau international des chaires UNESCO en communication (ORBICOM) and the Global Network for Professional Education in Journalism, and Media GlobJournet.

222. The success of the Integrated Technical Cooperation Programme of IMO is based primarily on partnership arrangements within which beneficiary member States and international non-governmental organizations of a maritime character play significant roles. In most instances, non-governmental organizations provide expertise, funding or equipment.

> **Recommendation 6.** *At present, there is no regular forum whereby discussions are held and views exchanged on development and humanitarian assistance communication programmes. This has resulted in the evolution of an informal round-table conference for development communication. Consecutive round-table meetings have demonstrated a considerable amount of goodwill for practical cooperation.*

223. The United Nations International Drug Control Programme participates in UNESCO conferences, such as the one on INFOethics. The Food and Agriculture Organization of the United Nations remains open to well-formulated and practical initiatives by all partners to foster coordination in communication for development activities. While there is no formal forum through which IMO reaches out to its development partners, the practice of holding consultations with traditional and new donor agencies, as and when the occasion arises, is a standard approach which produces satisfactory results for the organization.

224. The United Nations Educational, Scientific and Cultural Organization, in cooperation with several organizations of the United Nations system (notably, UNICEF, FAO, UNFPA, WHO and UNDP) initiated in the past a series of informal round-table meetings on communication for development, involving primarily United Nations staff who are either themselves experts in communication or responsible for the implementation of projects. They served as an informal mechanism for consultation, sharing ideas and experience and, where appropriate, organizing joint action. Eminent scholars from universities and field project experts are always associated with these forums to ensure professional updating and sharing of experience. Since 1989, round-table meetings have been organized more systematically, in New York, Paris, Rome, Lima, Chiang Mai and Harare. The seventh round-table meeting for 1998, organized by UNICEF, was held from 10 to 13 November at Bahia, Brazil. A concrete product that has emerged from these meetings is a recent book on communicating for development, which compares approaches used by the specialized agencies in applying communication to development.

225. The round-table meetings have shown their value as mechanisms for undertaking consultations and collaborative activities, and organizations of the United Nations system have indicated their continuing interest in participating in them. There is, however, much work to be done at the round-table meetings. In particular, the specialized agencies should seek innovative ways to (a) communicate ideas for reinforcing democratic processes and encouraging development initiatives; (b) use communication, and especially community radio and electronic data networks, to increase public access to information and to facilitate free and fair participation in decision-making processes; and (c) enhance participation of people at the grass-roots level.

> **Recommendation 7.** *The Intergovernmental Council of the International Programme for the Development of Communication should look into its mandate in order to enable it to respond more effectively to the needs of developing countries in the field of infrastructure-building and mass-media training.*

226. Information on activities of the International Programme for the Development of Communication has been improved, in particular through the updated version of the document on ongoing extrabudgetary projects and the new UNESCO Web site on communication, information and informatics (http://www.unesco.org/webworld). In recent years, there has been an increase of funding for the communication projects of the Programme from other agencies, both within and outside the United Nations system,

and bilateral donors, in particular those dealing with communication contribution to peace-building and good governance. The demands expressed by developing countries and communities, however, still far exceed the available resources. In this context, efforts will be continued not only to sensitize further potential donors but also to seek to bring about greater communication development initiatives in the programmes undertaken by the various multilateral and bilateral agencies.

> **Recommendation 8.** *The United Nations system should develop a systematic approach to training. Such training should benefit field workers, development agents and technicians, as well as communication planners and specialists at high levels.*

227. The Food and Agriculture Organization of the United Nations assigns priority to the need to train a critical mass of development staff at all levels in the area of communication for development. One such example is the Regional Centre of Communication Skills Development of the Southern African Development Community, where several courses for middle-level rural development project managers have been conducted over the past two years for about 190 trainees from the region. The course curriculum includes an innovative research process, known as the "Participatory rural communication appraisal".

228. The Food and Agriculture Organization of the United Nations also encourages academic institutions to include communication for development in their curricula. To further this goal, FAO has helped to design a one-year post-graduate professional diploma programme in communication for development, in collaboration with leading academics from universities of southern Africa. Five universities in the region have indicated interest in implementing this programme and the University of Zambia has already adopted the curriculum and started in 1998 a Master's degree programme in communication for development.

229. Training is the top priority of UNESCO communication and information programmes, and the organization is presently completing a special project on improving training curricula for African communication training institutions. For development projects, training is offered for those from both developed and developing countries, and for the latter is invariably financed from the communication component of the project budget.

230. Most projects of the IMO Integrated Technical Cooperation Programme contain a training component which is very important in terms of safety and marine pollution prevention. Training assumes a variety of forms, ranging from workshops, seminars and on-the-job training to formal studies undertaken at recognized maritime training institutions, including the World Maritime University at Malmo (Sweden), the IMO International Maritime Law Institute at Malta, and the IMO International Maritime Academy at Trieste (Italy). These are necessary to move in tandem with technological advances in the maritime field, thereby reducing the incidence of casualties at sea since experience shows that most maritime mishaps are caused by human error.

231. Increased efforts will be made to utilize the International Training Centre of the International Labour Organization (ILO) at Turin as a location for training courses in the area of development communication.

> **Recommendation 9.** *Because of the constant evolution in the field of communication and its strategic value in disseminating information and sharing knowledge, the programme classification of the Administrative Committee on Coordination on communication extended for UNDP use should be redefined to respond to needs of the Member States.*

232. Since the issuance of the Joint Inspection Unit report, the programme classification of the Administrative Committee on Coordination has been finalized. No changes were made in the classification in the area of development communication. Some organizations, however, in particular FAO, have reported that they remain open to suggestions to revise the classification in order to reflect better activities in support of development communication, keeping in mind the broader purpose of this classification.

> **Recommendation 10.** *The United Nations should have a stand-by unit equipped with a group of communication experts, which would be entrusted with the task of operating in the field from the beginning of the operation to cover the entire spectrum of communication and information requirements until the end of the operation.*

233. When the report of the Joint Inspection Unit on communication for development programmes in the United Nations system was submitted to the General Assembly at its fiftieth session, members of the Administrative Committee on Coordination supported the above-mentioned recommendation and indicated that some of its provisions were already being implemented. Some organizations pointed out at that time that they had special units that were already engaged in humanitarian assistance and stood ready to assist the Secretary-General in providing support for peacekeeping operations within their respective mandates. They also appreciated the proposal concerning the conceptualization of the communication component of

peacekeeping operations and humanitarian assistance, viewing it as completely different, though complementary, to that of public information.

234. In 1996, in response to the Inspector, UNESCO offered, and still stands ready, to guide or undertake communication activities in humanitarian and peace-building operations through the convening of ad hoc meetings of communication specialists of the concerned agencies to determine and implement appropriate action, and to nominate a standby unit in communication for the above purposes. Such units could, for example, improve local communication within refugee camps, such as those for Kosovar refugees at present camped in the neighbouring countries.

XII. National execution of projects

235. A report of the Joint Inspection Unit on national execution of projects containing four recommendations addressed to the organizations of the system and in particular to UNDP was submitted to the General Assembly at its fiftieth session (A/50/113), together with the related comments of the Administrative Committee on Coordination (A/50/113/Add.1). By decision 50/436 of 20 December 1995, the Assembly took note of the notes of the Secretary-General transmitting the report and the comments of the Administrative Committee on Coordination.

> **Recommendation 1.** *In order to strengthen the partnership among Governments, UNDP and the specialized agencies at the headquarters and country levels, it is important that:*
>
> *(a) The Resident Representative should refer to the decisions and options contained in the framework programme and seek the Government's agreement when formulating the national strategy note;*
>
> *(b) When formulating the country framework programme, Member States that so desire should receive the technical opinions and advice of the specialized agencies, each of which has enormous experience in its sphere of competence;*
>
> *(c) All specialized agencies should participate in the formulation of the country framework programme;*
>
> *(d) The selection of agents responsible for implementing a project or a project element should be made transparently and in a spirit of genuine cooperation, after consultations among all the partners, in accordance with paragraph 32 of General Assembly resolution 42/196 of 11 December 1987.*

236. A number of United Nations organizations have indicated that they have been implementing this recommendation.

237. It was pointed out by UNDP that the current procedures for country cooperation frameworks provide for full national Government involvement in the programming processes. The introduction of the United Nations Development Assistance Framework is expected to facilitate the involvement of United Nations agencies in the implementation of joint programmes at the country level.

238. Since the publication of the report of the Inspectors, UNESCO has been involved, through the technical support services modality (subsequently known as support for programme and project design) in the preparation of several country programmes, in particular in the areas of sustainable human development, basic education, environment and education and training and development.

239. The Food and Agriculture Organization of the United Nations is in agreement with the main thrust of this recommendation, and has continued to play an active role as a member of the country team in developing partnerships at the country level with the Government, UNDP and other organizations of the United Nations system. The agency has always made efforts to provide the best possible technical advice and opinion to the Government, as well as to the country team, as necessary, in the areas of its mandate and technical competence. It also supported whenever possible, the formulation of country framework programmes, in particular with regard to the new country framework exercise, the United Nations Development Assistance Framework, initiated under the reform measures of the Secretary-General.

240. The needs assessments of IMO are conducted in partnership with Governments and supported by UNDP resident representatives. The selection of consultants for implementing projects is undertaken by an IMO team of senior managers in order to ensure transparency. Likewise, the implementation phase, which involves all parties concerned, is managed by a process of consultation so as to ensure that prescribed objectives are achieved within reasonable time scales and allocated resources.

> **Recommendation 2.** *In order to help Governments to acquire the necessary capacity for identifying the country's real needs, selecting priority sectors, formulating framework programmes, and coordinating*

external assistance together with the activities and input of the partners (UNDP, specialized agencies, donors), it is recommended that a special fund should be set up within UNDP.

241. Regarding this recommendation, UNDP has sought to mainstream capacity-building in the design of programmes rather than have a specific trust fund for this purpose. Regarding specific funds, the Capacity 21 fund was established following the United Nations Conference on Environment and Development for the specific purpose of national capacity-building for sustainable development.

242. The United Nations Educational, Scientific and Cultural Organization regularly participates in the training programmes organized for United Nations country teams at the United Nations Staff College at Turin. It has also launched a training programme for its field staff on formulation and management of extrabudgetary projects. A first training seminar was held at Dakar, from 8 to 12 February 1999, while a second is to be convened in southern Africa in the third quarter of 1999.

243. The Food and Agriculture Organization of the United Nations has made consistent efforts to enhance the capacity of national authorities in the relevant activities of the organization. It has also offered its collaboration, where possible, in training efforts aimed at capacity-building of national officials and experts. Some country-level activities of FAO are designed to have a direct impact on national capacity-building.

244. In the case of IMO, budgetary allocations for training are included in all projects, since it is considered to be a fundamental component of all IMO projects. The in-house training programme of IMO for senior staff is being formulated in consultation with the International Training Centre at Turin. It is envisaged that the Centre will also implement the programme.

Recommendation 3. *The specialized agencies should continue efforts to decentralize their technical services at the country or subregional levels and assign to these countries or subregions highly qualified personnel to train nationals, and transfer scientific and technical know-how.*

245. Decentralization of headquarters technical services to the country or subregional level has been a main preoccupation of a number of specialized agencies. A few have taken specific action to decentralize their technical services. For example, over the past few years, FAO has decentralized, *inter alia*, a substantial part of its technical staff to the regional and subregional levels, bringing technical competence and expertise closer to where the activities are located. Field Offices of UNESCO have been encouraged to become fully involved in programme formulation and execution, in collaboration with national authorities, UNDP and the other specialized agencies. Several UNESCO field offices have taken an active part in the United Nations Development Assistance Framework exercise. A higher percentage of cooperation for development funds is now being decentralized to field offices to enable them to participate more extensively in programme formulation and execution.

Recommendation 4. *The great number of rules and procedures relating to project management in force in UNDP and the specialized agencies constitute a big stumbling-block for Governments and system organizations alike. The United Nations Development Programme should therefore revise some of the procedures in its Programme and Projects Manual so as to make them less complicated and thus facilitate the application of the new method of national execution of projects, in particular as regards successor arrangements. It should also encourage dissemination of the measures contained in the May 1992 report of the Inter-Agency Procurement Services Office in the recipient countries.*

246. Since the issuance of the report of the Joint Inspection Unit, the successor programming arrangements have been revised and made much clearer by UNDP. The new programming manual, scheduled for distribution in 1999, is more user-friendly, accessible and is expected to facilitate the implementation of national execution modality. The guidelines on national execution of the Consultative Committee on Programme and Operational Questions of the Administrative Committee on Coordination, prepared by UNDP in close consultation with all organizations of the system, provide the common understanding called for in this recommendation. Essentially, national execution is defined as a cooperative operational arrangement entailing, *inter alia*, overall responsibility for the formulation and management of programmes and projects by the recipient country as well as the latter's assumption of accountability for them. A number of United Nations organizations worked with UNDP through a number of inter-agency mechanisms, in particular through the Inter-Agency Coordination Meeting, on modifying and improving the guidelines governing national execution procedures. Furthermore, many of the same agencies participated in the UNDP seminar, held at Banjul, in November 1997, at which the revised guidelines on national execution were elaborated and finalized.

247. The United Nations Development Programme currently now stresses the use of local expertise in national execution in line with this recommendation and the triennial policy review legislation. Within the Joint Consultancy Group on Policy and UNDG, UNDP and other United Nations agencies have been collaborating on guidelines for national project personnel remuneration. Some guidelines were issued on salary supplements to national personnel.

248. While recognizing the continuing nature of the exercise, some agencies, of which FAO is a leading example, have been making efforts to harmonize and simplify their own rules and procedures related to project management.

XIII. United Nations system support for science and technology in Asia and the Pacific

249. A report of the Joint Inspection Unit on United Nations system support for science and technology in Asia and the Pacific, containing four recommendations addressed to UNDP, the Economic and Social Commission for Asia and the Pacific (ESCAP) and other regional commissions as well as to the organizations of the system concerned with science and technology, was submitted to the General Assembly at its fiftieth session (A/50/721). The related comments of the Administrative Committee on Coordination were transmitted to the General Assembly in document A/50/721/Add.1.

> **Recommendation 1.** *With regard to technical cooperation achievements:*
>
> *(a) The United Nations Development Programme should take the lead in publishing the technical cooperation achievements of the United Nations development system,* inter alia, *by devoting a separate and prominent chapter on such achievements in the* Human Development Report;
>
> *(b) All other organizations of the United Nations system should similarly endeavour to publish on a regular basis their most significant achievements in development cooperation, using in-house publications and the international media.*

250. A number of organizations of the United Nations system, in recognition of the importance of this recommendation which called for publication of their significant achievements in development cooperation, have pointed out that publication of such achievements constitutes an essential part of their activities in developing countries.

251. The United Nations Development Programme has reported that it has made greater efforts to disseminate technical cooperation achievements with appropriate references of these achievements being made in the *Human Development Report* within the context of the substantive theme of the report. A wider representation of examples of achievements in technical cooperation is also given in the *UNDP Poverty Report 1998: Overcoming Human Poverty.*[13] The United Nations Development Programme has also published a series of thematic evaluations on such themes as aid coordination and management, which contain a number of technical cooperation achievements.

252. The Food and Agriculture Organization of the United Nations and UNDP are collaborating in compiling and disseminating information on the successful lessons learned and innovative experiences gained in developing countries within the fields of competence of FAO. So far, reports have been obtained from 12 countries in Asia and the Pacific region.

253. The Food and Agriculture Organization of the United Nations publishes a biennial publication, *Training for Agriculture and Rural Development*, aimed at documenting significant issues and achievements in rural development. An example of a recent article in the publication is "Participatory curriculum development for agricultural education and training: experiences in Viet Nam". A recently produced CD-ROM on communication for development is also an example of the documenting of significant contributions in the development field.

254. The United Nations Environment Programme (UNEP) has resources, in particular in its regional offices, to publish its significant achievements in development cooperation. In this regard, the Regional Office for Asia and the Pacific has online information on the Internet on regional issues, projects and programmes, including the major achievements. News about the Network for Environmental Training at Tertiary Level in Asia and the Pacific is available in both electronic form and hard copy. In addition, successful achievements can also be found in the reports series and the regular newsletter of the Internet home page of the International Environmental Technology Centre (http://www.unep.or.jp). Finally, relevant news is also published in the network for industrial environmental management news brief and the UNEP industry and environment update.

255. The Web site of the United Nations Industrial Development Organization (UNIDO), www.unido.org, has been in operation since June 1996, and contains information on technical cooperation activities, including achievements

as well as ongoing projects and programmes. The organization also continues to publish its achievements and products as books, reports, manuals, software, databases, videos and films, on which information is also available on the Internet.

256. The recommendation that UNDP publish the technical cooperation achievements of the United Nations development system is welcomed by ECA which agrees that it should endeavour to publish, on a regular basis, its most significant achievements in development cooperation using in-house publications. A new publication strategy has been approved and a professional publication team has been recruited to enhance ECA communications with member States and with other organizations. Summaries of these achievements are also posted on the ECA Web site (www.un.org/depts/eca).

> **Recommendation 2.** *The organizations of the United Nations system and the secretariat of the Economic and Social Commission for Asia and the Pacific, in particular, should take additional measures for strengthening technology, especially for the benefit of the Pacific Islands and least developed countries, as well as for countries in transition. Such measures could include,* inter alia, *training programmes tailored to the special needs of these countries and funded by the more advanced States members of the Commission.*

257. The organizations of the United Nations system active in the area of science and technology have stated their commitment to strengthening regional cooperation in science and technology, in particular for the benefit of the Pacific Islands and least developed countries of the region. In this regard, most have training programmes in the region in their respective areas of competence. They define science and technology in its broader sense and are committed to the promotion of training and capacity-building at the national, regional and interregional levels.

258. The Regional Office for Asia and the Pacific of UNEP is undertaking a project on regional cooperation and networking for environmental training which links 35 countries in the region, including Pacific island States, with the objective of enhancing and building capacity on environmental issues. Its Trade, Industry and Economics Office also organizes training programmes and supports the United Nations and other international organizations in enhancing technical cooperation in the region, especially in the context of the ozone action programme. The UNEP International Environmental Technology Centre supports workshops and training programmes in the region in partnership with national institutions.

259. The Food and Agriculture Organization of the United Nations, through its support to regional cooperation in agricultural research, provides technical, financial and logistical support to the Asia-Pacific Association of Agricultural Research Institutions, including secretariat support at the FAO Regional Office for Asia and the Pacific. It also organizes expert group meetings in the region. In this regard, a round-table discussion on extension strategies for commercializing small farmer agriculture is proposed to be convened in 1999.

260. The United Nations Population Fund supports a technical support services system, in partnership with a number of other United Nations agencies and organizations. The system is a three-tier arrangement through which technical assistance is provided to countries in the UNFPA areas of competence. The aim of the system is to improve the availability to countries of technical knowledge, analysis and research, contribute to an integrated and coordinated multidisciplinary approach, accelerate the achievement of national self-reliance through the use and development of national and regional expertise, and ensure close interaction of research and analytical work with operational activities.

261. In addition, UNFPA has had a long partnership with ESCAP in connection with the execution and implementation of regional programmes that the Fund supports in the region, with the objective of building national capacity in population-related fields. It also provides support to a number of training institutions in the area of reproductive health as a means of promoting South-South cooperation.

262. The United Nations Industrial Development Organization and the International Centre for Science and High Technology have organized in the ESCAP region a number of workshops and training courses on technological advances in various areas of science and technology and their industrial applications. The activities were focused on building up awareness and the promotion of South-South and North-South cooperation.

263. The United Nations Industrial Development Organization is also promoting the establishment of two international centres in this region, one on the advancement of manufacturing technology and the other for material evaluation technology. These centres, whose specific focus will be on the region in the initial phase, are intended to promote regional and international cooperation, strengthen technological capacity and bridge the gap between the research and industrial market place.

264. The International Maritime Organization has promoted the integration of its technical cooperation programme with

the programmes of the regional organizations in the Asia and Pacific region. It participated in the development of the New Delhi action plan, and developed and implemented a joint project with ESCAP. It provided technical comments on the Pacific Ocean pollution prevention programme prepared by the South Pacific Regional Environment Programme and developed three joint projects with that Programme. It also developed and implemented two joint projects with the South Pacific Commission and is in the process of developing another. In addition, IMO identified areas of technical cooperation with the Association of Southeast Asian Nations and the South Asia Cooperative Environment Programme and is in the process of developing some joint projects.

265. The Economic and Social Commission for Asia and the Pacific, with the active involvement of regional institutions and the close cooperation with national focal points, has been implementing the action programme for regional economic cooperation in investment-related technology transfer. The programme concentrates on the enhancement of technology flows to the region, promotion of the transfer of technology from advanced to developing countries, the creation of a climate conducive to the transfer and adoption of technology and technical cooperation among developing countries. Special attention is being paid to the countries in transition, least developed countries and Pacific Island countries.

266. The Bangkok Declaration on strengthening regional cooperation for industrial and technological development in the Asian and the Pacific region and the regional plan of action for industrial and technological development are being implemented with the objective of promoting technology flows to the region, as well as from the more advanced to the less advanced developing countries of the region. This complements national efforts in building endogenous capability through regional cooperation.

> **Recommendation 3.** *Organizations of the United Nations system concerned with science and technology should periodically evaluate and report to the Commission on Science and Technology for Development the level of public awareness of their information services in the various regions, as well as action taken to make their information systems more accessible to potential users in the developing regions.*

267. A number of United Nations system organizations and agencies, while operating their own information systems, are pursuing close cooperation with UNDP or other relevant global information referral systems, as well as with the data banks of the regional commissions or other regional and interregional information systems.

268. Since 1994, the global information referral system database (SU/INRES) of the UNDP Special Unit for Technical Cooperation among Developing Countries has been considerably expanded. The connectability via the Internet now provides to all United Nations agencies the access called for in the recommendation.

269. The Food and Agriculture Organization of the United Nations, along with other international and national partner agencies, is collaborating in the execution of multi-purpose community telecentre pilot projects in the region. It is taking the lead in the design and implementation of the agricultural and rural development component of the telecentres and is applying a strategy that links telecentres to rural radio so as to improve the dissemination of information to remote audiences.

270. The UNEP International Environmental Technology Centre electronic information system "maESTro", which collects and makes information available on environmental sound technologies for urban and freshwater basin management, allows information to be exchanged among information systems and has become a powerful tool in coordinating various data holdings. The maESTro system is readily available through the Internet and other electronic formats and contains a significant amount of information of value to the region.

271. The United Nations Environment Programme reports to the Commission on Sustainable Development on its activities concerning the transfer of environmentally sound technology, cooperation and capacity-building and science for Sustainable Development under Agenda 21. It also contributed a survey of information systems related to environmentally sound technologies. These reports are available to the Commission on Science and Technology for Development.

272. The Web site of the United Nations Industrial Development Organization (UNIDO) (www.unido.org) includes information on technical publications related to science and technology. The organization also publishes the periodical "Emerging technology series" which provides readers from the research and development establishment and industry with information on new and emerging technologies in the context of their industrial applications in the developing economies.

273. In addition, the new UNIDO Industrial Partnership Promotion Network provides recipient countries and clients

from both the public and private sectors with information on technologies available and on investment opportunities.

274. The Economic and Social Commission for Asia and the Pacific is actively participating in the development and testing of the system that the United Nations Conference on Trade and Development (UNCTAD) is in the process of establishing for information exchange on technology policy activities within the United Nations system. The system is expected to facilitate a process of cooperation among the members of the Executive Committee on Economic and Social Affairs and increase the awareness of the general public, potential end-users and other concerned organizations. The system for information exchange is being constructed on a decentralized basis. Individual entities will maintain their own input on the basis of a unified and coordinated architecture and presentation principles.

275. The Economic Commission for Africa does not directly or on a regular basis report on its activities in science and technology to the Commission on Science and Technology for Development. It has, however, participated in most meetings of the Commission as an observer. Pursuant to a recommendation of the regional commissions to the Commission at its third session in May 1997, ECA hosted at its headquarters in November 1997 two meetings of working groups of the Commission and one meeting of the Executive Committee. It also collaborates closely with UNCTAD in the field of science and technology.

276. The Economic Commission for Africa is in the process of setting up and launching a regional network on science and technology in Africa. The network, known as ESTNET, is composed of a Web site, a secretariat, a steering committee, partners and a number of small databases. Through ESTNET, it will be easier to organize and exchange information about what ECA, member States and other regional or subregional organizations are doing in the area of science and technology.

Recommendation 4. *There should be significant strengthening of interregional collaboration in science and technology:*

(a) All organizations of the United Nations system concerned with science and technology should, within their respective sectors of competence, make more systematic use of the science and technology experience, institutions, projects and other appropriate facilities in the Asia and Pacific region as entry points for expanded cooperation with countries, organizations and enterprises in other developing regions, using various approaches, such as networking, twinning or technical cooperation among developing countries and economic cooperation among developing countries;

(b) Each organization should include a specific provision for interregional cooperation in its technical cooperation budget, in keeping with the above recommendation;

(c) The executive secretaries of the regional commissions should:

(i) Institute annual inter-secretariat meetings focused on interregional cooperation in science and technology in particular, and social and economic development in general, and a special provision should be made for interregional cooperation in the work programmes and budgets of the commissions;

(ii) Establish an interregional trade and investment information system supported as a joint project by the regional commissions and other appropriate organizations such as the United Nations Conference on Trade and Development, the United Nations Industrial Development Organization and the World Intellectual Property Organization, and involving the participation of chambers of commerce and industry in the various regions;

(iii) Examine the possibility of strengthening cooperation, including the exchange of information and experience in science and technology, among intergovernmental groupings or organizations in the various regions;

(iv) Establish linkages and regular consultations among the various regional science and technology institutions sponsored by the commissions in their respective regions in order to create an interregional network of these institutions in support of expanded South-South cooperation;

(v) Initiate a joint resource mobilization strategy targeting public and private sectors in support of the interregional network of science and technology institutions or specific projects developed by the network.

277. The members of the Administrative Committee on Coordination fully endorse the sharing of experience in science and technology and the need for closer integration among regional commissions on this question and the strengthening of collaboration with other concerned organizations.

278. In supporting the participation of developing country national agricultural research systems in the recently established Global Forum for Agricultural Research, FAO is a co-sponsor of and provides financial and logistical support to the secretariat of the system. It has also launched an expanded programme on the use of experts on technical cooperation among developing countries and among countries in transition, which has become the focus of FAO support in those two areas. So far, 123 countries have signed the framework agreement to participate, including many from the Asia and Pacific region, and experts in those two areas are being engaged in almost all FAO technical assistance activities.

279. Within the new framework of the investment and technology promotion services, activities related to economic cooperation among developing countries and technical cooperation among developing countries have been implemented by UNIDO in the areas of institutional capacity-building, optimization of the impact of activities in technical cooperation among developing countries by pooling resources, and the utilization of experts from developing countries. The organization is providing assistance for the establishment and upgrading of investment promotion agencies, in particular in Africa, using the expertise available from developing countries.

280. Attention has also been paid to interregional cooperation and efforts have been made to develop projects and programmes within that framework. Examples are the Asia-Africa Investment and Technology Promotion Centre and the project to strengthen technological capabilities in the manufacturing sector of the United Republic of Tanzania based on the experience of Thailand.

281. Under the UNFPA-supported technical support services system, the second tier consists of eight technical advisers assigned to country support teams, three of whom are in the Asia and Pacific region. The third tier is made up of specialists posted at the headquarters or regional offices of organizations of the United Nations system.

282. The use of case studies is a feature of workshops and training programmes convened by the UNEP International Environmental Technology Centre, as is the use of institutions in the region. National institutes from the region provide experts and collaborate actively with the Centre.

283. The technical cooperation policies and strategies for 2000-2001 of IMO are based on the notion of a tripartite partnership approach to development cooperation, in which linkages with regional bodies play a major role towards the effective implementation of global standards. The organization encourages the development of regional mechanisms to ensure implementation and enforcement of international safety and marine environment protection standards. It maintains continuous dialogue with major regional institutions as a mechanism for planning regional priorities and for the delivery of programmes and projects.

284. Together with UNDP and the Regional Cooperative Agreement for Research, Development and Training Related to Nuclear Science and Technology, IAEA is at present implementing another joint project on the better management of the environment, natural resources and industrial growth through isotopes and radiation technology. It has initiated and established linkages with other UNDP-supported regional projects, such as the Asia Pacific Development Information Programme and the regional seas programme of the Global Environment Facility, IMO and UNDP. There is now an IAEA interregional project on technical cooperation among developing countries, involving the three regional agreements formed under the aegis of the Agency: the above-mentioned Regional Cooperative Agreement in Asia and the Pacific, the African Regional Cooperative Agreement for Research, Development and Training Related to Nuclear Science and Technology and the Regional Cooperative Arrangements for the Promotion of Nuclear Science and Technology in Latin America. In this project, technologies developed by one region are being transferred to the other regions in the spirit of technical cooperation among developing countries or South-South cooperation.

285. The Economic and Social Commission for Asia and the Pacific regularly participates in the meetings of the Executive Committee on Economic and Social Affairs which focuses on interregional cooperation in social and economic development, including science and technology. The Commission has a special provision in its work programme for collaboration with United Nations bodies and specialized agencies, including the United Nations Centre on Science and Technology for Development (UNCSTD), UNCTAD, UNDP, FAO, UNIDO and the International Trade Centre (ITC), and there are budget allocations for this purpose.

286. The Economic and Social Commission for Asia and the Pacific is collaborating with ITC and UNCTAD in the establishment and operation of trade points in Asia and the Pacific and linking them with the global network. The three organizations jointly organized a seminar on information sources and management in Asia and the Pacific at Bangkok in 1998 and agreed to the establishment of a trade point forum. Furthermore, links have been established between the investment network services of Asia and the Pacific and other investment networks, such as the global Investment Promotion Agency Network (IPAnet).

287. Further, ESCAP and ECA cooperated in formulating the project on developing the African private sector within the framework of South-South cooperation. The estimated US$ 5.95 million project, designed for five years, will start in 1999 with the objectives of: (a) identifying and developing regional and interregional institutional mechanisms that promote direct investment and facilitate trading between African and Asian countries; and (b) evolving appropriate information technology that would expose African and Asian entrepreneurs to the economic and technological situations in each other's region by organizing suitable exchange activities on a continuing basis, as a means of keeping each other adequately informed of developments to stimulate the formation of joint ventures and transfers of technology and transfers of critical expert skills.

288. At the joint ESCAP and Asia Pacific Economic Cooperation (APEC) regional workshop on human resources development for the post-harvest/food sector, which was held at Jakarta in 1998, it was decided to establish a network of research and development and private sector institutions in the two regions dealing with human resources development activities. The workshop recommended that the continued support of ESCAP and APEC be sought for a programme of follow-up and implementation based on previous experience and achievements.

289. Together, ESCAP and ECE have launched a special programme for the economies of Central Asia, to provide better focus and improved complementarity among the technical assistance activities of the two regional commissions. The programme provides assistance in the development of market institutions and entrepreneurship and promotes the transition of the countries of Central Asia to a market economy through, *inter alia*, industrial and technological restructuring. The two regional commissions are at present exploring various avenues for the mobilization of their internal resources and of international donors, in particular UNDP.

290. The Economic Commission for Africa is keen to benefit from the experience of the Asia and Pacific region in science and technology. In this regard, it has recruited a visiting scholar, an expert from the Republic of Korea who will join the ECA secretariat for a short period in 1999 to strengthen the capacity of the ECA science and technology team. The area of focus will be on the lessons that can be learned from the Asia and Pacific region in science and technology, including best policies and practices in the development and utilization of science and technology for development. The Commission is funding the activity from its budget and considers that, by this means, it is strengthening interregional cooperation in science and technology.

291. The Economic Commission for Africa would also like to strengthen cooperation between intergovernmental groupings in science and technology. Through a joint secretariat with the Organization of African Unity and African Economic Community, ECA is firmly committed to promoting interregional cooperation with other regional groupings. It is consulting the Web sites of these groupings with some beneficial results. This includes the Organisation for Economic Cooperation and Development (OECD) Directorate of Science, Technology and Industry.

292. Linkages and consultations have been established between the Asian and Pacific Centre for Transfer of Technology(APCTT) at New Delhi and the African Regional Centre for Technology (ARCT) at Dakar. These consultations include a mission from the Executive Director of ARCT to the headquarters of APCTT. The mission was very successful, in particular with regard to the sharing of experience on means used to raise finance and increase the level of self-financing, the services offered as regards the transfer of technology and the marketing mechanisms used, the search for buyers and sellers of technology, participation in the International Network for Transfer of Environmentally Sound Technologies, the Technology Bureau for Small Enterprises, technology management capacity-building, and the types of consultancy services offered. Consultations were also undertaken regarding the production and sale of periodicals and publications and the establishment of a technology exchange database at APCTT. A resource mobilization strategy at ARCT has been designed and put into place after exchanges of experience and views with APCTT. The strategy incorporates some of the elements of the strategy used by the latter.

293. The activities undertaken by the Economic and Social Commission for Western Asia (ESCWA) in building capacities in science and technology are conducted at two levels. At the generic level, these activities are designed with a view to promoting the formulation and implementation of science and technology policies and strategies and building viable innovation systems in the region. They are conceived with the primary aim of promoting regional cooperation. This is particularly evident in the expert group meetings convened and the substantive studies implemented by the ESCWA secretariat. They are designed to facilitate the adoption of common norms and standards, to promote research and development, to provide for the exchange of relevant experience and to formulate science and technology policies for the twenty-first century in ESCWA member countries.

294. Furthermore, activities undertaken to assess and disseminate information on science and technology capabilities are a first step towards instituting effective cooperation at the interregional level. At a more specialized level, issues that address the acquisition and diffusion of specific technologies relating to areas of priority attention in the region are targeted. The Commission also publishes a science and technology review, a recurrent annual publication aimed at the dissemination of new developments and events in science and technology in member countries.

295. The Commission also published a directory of research and development institutions as a means of promoting coordination and cooperation among them. It is based on a survey of over 200 institutions, as well as of national and regional organizations supporting research and development activities. Further efforts will be made to continuously update the information contained in the directory and to publish it in electronic format.

296. An expert group meeting was held in March 1999 with the objective of refining endogenous capabilities aimed at the formulation and implementation of science and technology policies at relevant levels and in sectors of primary concern in the Arab countries. Prominence was given to the integration of science and technology policies into national development plans and the creation of inward and outward linkages for policy implementation. Another expert group meeting will be held in 1999 to develop a framework for project planning and management in research and development quality control activities and to help to establish certain institutions as focal points or hubs in national and subregional training networks.

297. During the forthcoming biennium, an expert group meeting will be held and a study will be conducted to formulate methodologies for implementing and monitoring national, regional and international technology initiatives in ESCWA member States.

XIV. Managing works of art in the United Nations

298. A report on managing works of art in the United Nations and the comments of the Secretary-General thereon (A/48/72 and Add.1) were considered by the General Assembly at its forty-eighth session, as reflected in resolution 48/217 of 23 December 1993.

> **Recommendation 1.** *The Secretary-General should make proposals to the General Assembly for the adoption of an arts policy for the United Nations.*

299. As reflected in document A/48/72/Add.1, the Secretary-General continues to believe that the strength of the Arts Committee lies in its flexible, pragmatic approach, and the above-mentioned recommendation would have had the effect of institutionalizing the Committee, which would be counterproductive.

> **Recommendation 2.** *The Secretary-General should undertake the reorganization and strengthening of the Arts Committee, specifying its composition and terms of reference.*

300. In the interim period, the Secretary-General has once again reviewed the above-mentioned recommendation. Given the concerns raised in the context of the initial review, it has been determined that the operational impediments to implementing the recommendation would outweigh expected results. Adding additional bureaucratic layers would not necessarily lead to success, as experience has shown. It is noteworthy that present arrangements work quite well.

> **Recommendation 3.** *The Secretary-General should inform Member States of measures to develop, preserve and safeguard the arts collection, including programmes for registry, evaluation, conservation, insurance and protection.*

301. The Secretary-General has established a fully functioning and effective computerized system that identifies the location of, and produces visual and written information about, the donated works of art, including tracking the works of art in the event they are moved or stored. The computerized system has also assisted in determining the need for repair or maintenance of the donated works of art, which is then coordinated with the respective donors.

> **Recommendation 4.** *The Secretary-General should engage a professional curator to ensure the relevance, coherence and value of the United Nations collection.*

302. The Secretary-General continues to believe that engaging a professional curator would not be applicable or appropriate. In particular, if by the value of the collection, the Inspectors mean its physical preservation, a curator would not be required for that purpose.

Notes

[1] *Official Records of the General Assembly, Fifty-third Session, Supplement No. 3 and corrigendum and addendum* (A/53/3 and Corr.1 and Add.1), chap. VIII, para. 5, agreed conclusions 1998/1.

[2] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex I.

[3] Ibid., annex II.

[4] *Official Records of the Economic and Social Council, 1998, Supplement No. 7 and corrigendum* (E/1998/27-E/CN.6/1998/12 and Corr.1), chap. I, sect. B.II.

[5] *Official Records of the General Assembly, Fifty-second Session, Supplement No. 3 and addendum* (A/52/3/Rev.1 and Add.1), chap. IV, sect. A, para. 4.

[6] *Official Records of the Economic and Social Council, 1999, Supplement No. 7* (E/1999/27-E/CN.6/1999/10), chap. I, sect. B, draft resolution III.

[7] *Report of the International Conference on Population and Development, Cairo, 5-13 September 1994* (United Nations publication, Sales No. E.95.XIII.18), chap. I, resolution 1, annex.

[8] Respectively, General Assembly resolutions S-20/2, annex, and S-20/3, annex.

[9] General Assembly resolution 52/86, annex.

[10] *Official Records of the Economic and Social Council, 1995, Supplement No. 6* (E/1995/26-E/CN.6/1995/14), chap. I, sect. C.

[11] Ibid., *1997, Supplement No. 3* (E/1997/23-E/CN.4/1997/150), chap. II, sect. A.

[12] *Official Records of the General Assembly, Fifty-third Session, Supplement No. 30 and corrigendum* (A/53/30 and Corr.1), para. 290.

[13] United Nations publication, Sales No. E.99.III.B.2.

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Status of the Convention on the Elimination of All Forms of Discrimination against Women

Report of the Secretary-General

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I. Introduction

1. The General Assembly, by its resolution 34/180, adopted the Convention on the Elimination of All Forms of Discrimination against Women. In subsequent resolutions, including resolutions 49/164, 51/68 and 53/118, the Assembly urged States parties that had not yet ratified or acceded to the Convention to do so as soon as possible, and requested the Secretary-General to report on the status of the Convention (see A/34/180; A/49/164; A/51/68; and A/53/118). In its resolution 53/118, the General Assembly requested the Secretary-General to submit to it at its fifty-fourth session, in 1999, a report on the status of the Convention and the implementation of that resolution.

II. Status of the Convention on the Elimination of All Forms of Discrimination against Women

2. The Convention was opened for signature in New York on 1 March 1980, and in accordance with article 27, it entered into force on 3 September 1981.

3. As at 1 August 1999, a total of 163 States parties had ratified, acceded or succeeded to the Convention, of which 60 had acceded and six had succeeded to it. In addition, three States were signatories to the Convention. The last country to ratify the Convention was Djibouti, on 2 December 1998 (see annex I for the complete list of States that have signed, ratified, acceded or succeeded to the Convention as at 1 August 1999, as well as the dates of the signatures and receipt of the instruments of ratification, accession or succession).

4. As at 1 August 1999, 22 States parties had deposited with the Secretary-General instruments of the acceptance of the amendment to article 20, paragraph 1, of the Convention. During the period from 1 August 1998 to 1 August 1999, Guatemala deposited its instrument of acceptance of the amendment (3 June 1999) (see annex II for the complete list of States that have deposited with the Secretary-General instruments of the acceptance of the amendment to article 20, paragraph 1).

5. During the period from 1 August 1998 to 1 August 1999, no reservations were made. The last country to enter reservations to the Convention was Myanmar. Objections were received from France (see annex III). A communication was received from the Kingdom of the Netherlands (see annex IV). Withdrawals of reservations and declarations were received from Belgium (see annex V). Maldives entered modifications of its reservations (see annex VI).

III. Committee on the Elimination of Discrimination against Women: working methods and capacity to fulfil its mandate

A. Consideration of the reports of States parties

6. In its resolution 53/118, the General Assembly expressed concern at the great number of reports required under article 18 of the Convention that were overdue and continue to be overdue, in particular initial reports. The Assembly urged States parties to the Convention to make all possible efforts to submit their reports in accordance with article 18 and the guidelines provided by the Committee in the presentation of their reports.

7. In order to address the backlog of reports awaiting to be considered and encourage States parties to report in time, at its twentieth session, the Committee reiterated its decision 16/111, in which it decided, on an exceptional basis and as a temporary measure, to invite States parties to combine a maximum of two reports. The Committee also decided that when a State party's initial report is long overdue, it would consider a revised reporting schedule with regard to that State party's periodic reports at the session at which it presents its initial report, and to inform the State party accordingly.

8. At the twentieth session, the Committee decided that in introducing their initial and periodic reports, States parties should provide an oral presentation updating their written reports that should be no longer than 45 minutes and 60 minutes, respectively. The time limit for oral presentations would be reflected in the Committee's programme of work and in the *Journal* of the United Nations.

9. As at 1 August 1999, the reports of 35 States parties were awaiting consideration by the Committee (see annex VII).

10. During the period 1 August 1998 to 1 August 1999, the reports of 13 States parties were received by the Secretary-General, from Belgium (third periodic report); Democratic Republic of Congo (initial, second and third reports); Germany (combined second and third, and fourth periodic reports); Iraq (combined second and third periodic reports); Maldives (initial report); Mongolia (third and fourth periodic

reports); Myanmar (initial report); the Netherlands (second periodic report); Romania (combined fourth and fifth periodic reports); Russian Federation (fifth periodic report); Slovenia (second periodic report); Ukraine (combined fourth and fifth periodic reports); and Uruguay (second and third periodic reports).

11. Also during the period 1 August 1998 to 1 August 1999, the Committee considered the reports of 14 States parties: five initial reports; one combined initial and second report; three combined second and third periodic reports; the second and third periodic reports of one State party; the third and fourth periodic reports of three States parties; and one fourth periodic report (see annex VIII).

B. Overdue reports

12. Following the initial report, which is due one year after the ratification, States parties are required under article 18 of the Convention to submit reports every four years or whenever the Committee so requests.

13. As at 1 August 1999, there were 252 overdue reports, of which 54 are initial reports, 57 second periodic reports, 39 third periodic reports, 64 fourth periodic reports, and 38 fifth periodic reports (see annex IX). A list of reports which have been overdue for more than five years is presented to the Committee at each session (see annex X for the current list).

C. Exceptional reports

14. Since its establishment in 1981, the Committee has considered five reports submitted on an exceptional basis: from Croatia, Bosnia and Herzegovina, Rwanda, the Federal Republic of Yugoslavia (Serbia and Montenegro), and the Democratic Republic of the Congo. At its twenty-first session, in June 1999, the Committee adopted decision 21/I relating to exceptional reports. It decided that it may sometimes be necessary to request exceptional reports from States parties under article 18.1 (b) of the Convention in order to obtain and examine the information on an actual or potential violation of women's human rights, where there is special cause for concern about such violation. The Committee adopted the following standards and guidelines for such reports:

(a) There should be reliable and adequate information indicating grave or systematic violations of women's human rights;

(b) Such violations are those that are gender-based or directed at women because of their sex;

(c) Reports should focus on a particular issue or issues identified by the Committee;

(d) States parties shall submit their reports for consideration at such session as the Committee determines.

D. Pre-session working group

15. In accordance with Committee suggestions 16/2 and 18/1, the pre-session working group for the twenty-first and twenty-second sessions of the Committee were convened at the end of the session prior to the one at which selected States parties were to report. In order to effect a smooth transition to this pattern of work, the pre-session working group for the twenty-first session met during the twentieth session and remained for three days after that session to consolidate the lists of issues and questions with respect to the reports to be considered at the twenty-first session. The pre-session working group for the twenty-second session met for five days following the twenty-first session of the Committee.

16. At its twentieth session, the Committee decided that in its formulation of the lists of issues and questions with regard to periodic reports, the pre-session working group should concentrate on major issues and trends, and should limit the number of issues and questions so as to encourage constructive dialogue between the Committee and States parties during the presentation of reports. The Committee also decided that the list of issues and questions with respect to periodic reports should normally be sent to States parties presenting their periodic reports within two weeks of the conclusion of the pre-session working group, and that States parties should submit their written answers no later than four weeks after receipt of the list of issues and questions. States parties' answers should normally be submitted for translation so as to be available to Committee members at least four weeks before the session at which their reports were to be considered.

E. Implementation of article 21 of the Convention

17. At its twentieth session, in January 1999, the Committee adopted general recommendation 24 on article 12 (Women and health). At its twenty-first session, in June 1999, the Committee decided to forward general

recommendation 24 to the special session of the General Assembly to review and appraise the implementation of the Programme of Action of the International Conference on Population and Development.

18. At its twentieth session, the Committee decided that work on a general recommendation on article 4 of the Convention would begin at its twenty-second session, in January 2000.

F. Concluding comments

19. In light of the fact that several States parties have submitted observations on concluding comments, at its twenty-first session, the Committee adopted decision 21/II, in which it decided that observations by States parties on concluding comments will be circulated to members of the Committee and their receipt acknowledged in an annex to the Committee's next annual report to the General Assembly. The Committee may decide to make available such observations independently of its annual report.

G. Non-governmental organizations

20. At its twentieth session, in January 1999, recalling its decisions 18/I and 18/II concerning its relationship with NGOs, the Committee decided that representatives of national and international non-governmental organizations should be invited to provide country-specific information on States parties whose reports are before the Committee in an informal meeting of the Working Group of the Whole. In accordance with the decision, the Committee heard country-specific information from NGOs at its twentieth and twenty-first sessions.

IV. Optional protocol

21. In its resolution 53/118, the General Assembly welcomed the progress made by the Open-ended Working Group on the Elaboration of a Draft Optional Protocol to the Convention of the Commission on the Status of Women, and encouraged it to continue its work with a view to completing it at the forty-third session of the Commission in March 1999.

22. At its forty-third session, the Commission on the Status of Women recommended that the Economic and Social Council approve a draft resolution on the optional protocol for adoption by the General Assembly.[1] The resolution would adopt and open for signature, ratification and accession the optional protocol to the Convention, the text of which was attached to the resolution. The Economic and Social Council approved the draft resolution at its session in July 1999.

23. At its twenty-first session, in June 1999, Silvia Cartwright, the member of the Committee designated by it to act as the resource person to the Open-ended Working Group, briefed the Committee on the proceedings of the Open-ended Working Group and the decisions of the forty-third session of the Commission on the Status of Women with regard to the Optional Protocol. The Committee requested the Secretariat to provide information at its twenty-second session on procedures employed with regard to existing treaty-based communications and inquiry mechanisms and a substantive comparative analysis of the Optional Protocol adopted by the Commission with existing United Nations treaty-based communications and inquiry mechanisms.

V. Technical assistance to States parties

24. In its resolution 53/118, the General Assembly encouraged the Secretariat to extend technical assistance to States parties at their request, in the preparation of reports, in particular initial reports, and invited Governments to contribute to those efforts.

25. On 8 and 9 July 1999, the Division for the Advancement of Women organized a subregional training workshop for States parties to the Convention at Cotonou, Benin. The objective of the workshop was to provide technical assistance and guidance to States parties on preparing reports required under article 18 of the Convention, in particular initial reports. Those States parties which attended the workshop were: Benin, Cameroon, Central African Republic, Chad, Cote d'Ivoire, Democratic Republic of the Congo, Equatorial Guinea, Senegal and Togo.

26. Follow-up technical assistance was also provided to Benin, with a consultant providing guidance on the preparation of reports over a two-week period following the workshop.

VI. Twentieth anniversary of the adoption of the Convention on the Elimination of All Forms of Discrimination against Women

27. The twentieth anniversary of the adoption of the Convention was commemorated during the twenty-first session of the Committee on the Elimination of Discrimination against Women, in June 1999. The commemoration, which took place before the Committee took up the regular work of its session, consisted of two parts: a solemn commemoration of the adoption of the Convention, and a round table on the impact of the Convention at the domestic level.

28. The twentieth anniversary of the adoption of the Convention was also commemorated by a round table held during the Commission on the Status of Women, chaired by Mary Robinson, United Nations High Commissioner for Human Rights, with the participation of Anne Anderson, Chairperson of the Commission on Human Rights, Patricia Flor, Chairperson of the Commission on the Status of Women, Angela E.V. King, Special Adviser to the Secretary-General on Gender Issues and Advancement of Women, and Hanna Beate Schöpp-Schilling, Vice-Chairperson of the Committee on the Elimination of Discrimination against Women.

29. Both events emphasized the catalytic role of the Convention and its critical contribution to the quest for equality between women and men. It was also noted that while much progress had been made towards this goal, particularly with regard to equal franchise and political participation, much more was required. The important contribution of past and present members of the Committee, particularly its Chairpersons, to the implementation of the Convention was also stressed.

VII. Information dissemination

30. During the period since the General Assembly adopted its resolution 53/118, the Division for the Advancement of Women has continued to develop the space on its home page on the World Wide Web devoted to the Convention on the Elimination of All Forms of Discrimination against Women. The Division has continued its cooperation with the Office of the United Nations High Commissioner for Human Rights, *inter alia*, through maintaining links between the Division's Web site and that of the Office of the High Commissioner.

31. The Committee has also emphasized the importance of dissemination of information about the Convention and its work. Accordingly, at its twentieth session, in January 1999, it decided that the Department of Public Information of the Secretariat should make its best efforts to ensure that all United Nations information centres were informed of the reports to be taken up by the Committee at its sessions. It further recommended that the Department make its best efforts to ensure that the information centres received the concluding comments of the Committee as soon as possible and were encouraged to disseminate the concluding comments in the relevant States. The Division for the Advancement of Women should make its best efforts to inform regional commissions and regional intergovernmental organizations of the reports to be considered at the sessions of the Committee, and to provide those bodies with the concluding comments of the Committee.

Notes

[1] See *Official Records of the Economic and Social Council, 1999, Supplement No. 7* (E/1999/27), chap. I, sect. A, and chap. V.

Annex I

List of States parties that have signed, ratified, acceded or succeeded to the Convention on the Elimination of All Forms of Discrimination against Women as at 1 August 1999

States parties	*Date of receipt of the instrument of ratification or accession*	*Date of entry into force*
Albania	11 May 1994[a]	10 June 1994
Algeria	22 May 1996[a, b]	21 June 1996
Andorra	15 January 1997[a]	14 February 1997
Angola	17 September 1986[a]	17 October 1986
Antigua and Barbuda	1 August 1989[a]	31 August 1989
Argentina	15 July 1985[b]	14 August 1985
Armenia	13 September 1993[a]	13 October 1993
Australia	28 July 1983[b]	27 August 1983
Austria	31 March 1982[b]	30 April 1982
Azerbaijan	10 July 1995[a]	9 August 1995
Bahamas	6 October 1993[a]	5 November 1993
Bangladesh	6 November 1984[a, b]	6 December 1984
Barbados	16 October 1980	3 September 1981
Belarus	4 February 1981[c]	3 September 1981
Belgium	10 July 1985[b]	9 August 1985
Belize	16 May 1990	15 June 1990
Benin	12 March 1992	11 April 1992
Bhutan	31 August 1981	30 September 1981
Bolivia	8 June 1990	8 July 1990
Bosnia and Herzegovina	1 September 1993[d]	1 October 1993
Botswana	13 August 1996[a]	12 September 1996
Brazil	1 February 1984[b]	2 March 1984
Bulgaria	8 February 1982[c]	10 March 1982
Burkina Faso	14 October 1987[a]	13 November 1987
Burundi	8 January 1992	7 February 1992
Cambodia	15 October 1992[a]	14 November 1992

States parties	*Date of receipt of the instrument of ratification or accession*	*Date of entry into force*
Cameroon	23 August 1994[a]	22 September 1994
Canada	10 December 1981[c]	9 January 1982
Cape Verde	5 December 1980[a]	3 September 1981
Central African Republic	21 June 1991[a]	21 July 1991
Chad	9 June 1995[a]	9 July 1995
Chile	7 December 1989	6 January 1990
China	4 November 1980[b]	3 September 1981
Colombia	19 January 1982	18 February 1982
Comoros	31 October 1994[a]	30 November 1994
Congo	26 July 1982	25 August 1982
Costa Rica	4 April 1986	4 May 1986
Côte d'Ivoire	19 December 1995[a]	17 January 1996
Croatia	9 September 1992[d]	9 October 1992
Cuba	17 July 1980[b]	3 September 1981
Cyprus	23 July 1985[a, b]	22 August 1985
Czech Republic[e]	22 February 1993[c, d]	24 March 1993
Democratic Republic of the Congo[f]	17 October 1986	16 November 1986
Denmark	21 April 1983	21 May 1983
Djibouti	2 December 1998[a]	1 January 1999
Dominica	15 September 1980	3 September 1981
Dominican Republic	2 September 1982	2 October 1982
Ecuador	9 November 1981	9 December 1981
Egypt	18 September 1981[b]	18 October 1981
El Salvador	19 August 1981[b]	18 September 1981
Equatorial Guinea	23 October 1984[a]	22 November 1984
Eritrea	5 September 1995[a]	5 October 1995
Estonia	21 October 1991[a]	20 November 1991
Ethiopia	10 September 1981[b]	10 October 1981
Fiji	28 August 1995[a, b]	27 September 1995
Finland	4 September 1986	4 October 1986
France	14 December 1983[b, c]	13 January 1984
Gabon	21 January 1983	20 February 1983

States parties	*Date of receipt of the instrument of ratification or accession*	*Date of entry into force*
Gambia	16 April 1993	16 May 1993
Georgia	26 October 1994[a]	25 November 1994
Germany [g]	10 July 1985[b]	9 August 1985
Ghana	2 January 1986	1 February 1986
Greece	7 June 1983	7 July 1983
Grenada	30 August 1990	29 September 1990
Guatemala	12 August 1982	11 September 1982
Guinea	9 August 1982	8 September 1982
Guinea-Bissau	23 August 1985	22 September 1985
Guyana	17 July 1980	3 September 1981
Haiti	20 July 1981	3 September 1981
Honduras	3 March 1983	2 April 1983
Hungary	22 December 1980[c]	3 September 1981
Iceland	18 June 1985	18 July 1985
India	9 July 1993[b]	8 August 1993
Indonesia	13 September 1984[b]	13 October 1984
Iraq	13 August 1986[a, b]	12 September 1986
Ireland	23 December 1985[a, b, c]	22 January 1986
Israel	3 October 1991[b]	2 November 1991
Italy	10 June 1985[b]	10 July 1985
Jamaica	19 October 1984[b]	18 November 1984
Japan	25 June 1985	25 July 1985
Jordan	1 July 1992[b]	31 July 1992
Kazakhstan	26 August 1998[a]	25 September 1998
Kenya	9 March 1984[a]	8 April 1984
Kuwait	2 September 1994[a]	2 October 1994
Kyrgyzstan	10 February 1997[a]	12 March 1997
Lao People's Democratic Republic	14 August 1981	13 September 1981
Latvia	14 April 1992[a]	14 May 1992
Lebanon	21 April 1997[a, b]	21 May 1997
Lesotho	22 August 1995[a, b]	21 September 1995
Liberia	17 July 1984[a]	16 August 1984

States parties	*Date of receipt of the instrument of ratification or accession*	*Date of entry into force*
Libyan Arab Jamahiriya	16 May 1989[a, b]	15 June 1989
Liechtenstein	22 December 1995[a, c]	21 January 1996
Lithuania	18 January 1994[a]	17 February 1994
Luxembourg	2 February 1989[b]	4 March 1989
Madagascar	17 March 1989	16 April 1989
Malawi	12 March 1987[a, c]	11 April 1987
Malaysia	5 July 1995[a, b]	4 August 1995
Maldives	1 July 1993[a, b]	31 July 1993
Mali	10 September 1985	10 October 1985
Malta	8 March 1991[a, b]	7 April 1991
Mauritius	9 July 1984[a, c]	8 August 1984
Mexico	23 March 1981[b]	3 September 1981
Mongolia	20 July 1981[c]	3 September 1981
Morocco	21 June 1993[a, b]	21 July 1993
Mozambique	16 April 1997[a]	16 May 1997
Myanmar	22 July 1997[a, b]	21 August 1997
Namibia	23 November 1992[a]	23 December 1992
Nepal	22 April 1991	22 May 1991
Netherlands	23 July 1991[b]	22 August 1991
New Zealand	10 January 1985[b, c]	9 February 1985
Nicaragua	27 October 1981	26 November 1981
Nigeria	13 June 1985	13 July 1985
Norway	21 May 1981	3 September 1981
Pakistan	12 March 1996[a, b]	11 April 1996
Panama	29 October 1981	28 November 1981
Papua New Guinea	12 January 1995[a]	11 February 1995
Paraguay	6 April 1987[a]	6 May 1987
Peru	13 September 1982	13 October 1982
Philippines	5 August 1981	4 September 1981
Poland	30 July 1980[c]	3 September 1981
Portugal	30 July 1980	3 September 1981
Republic of Korea	27 December 1984[b, c]	26 January 1985
Republic of Moldova	1 July 1994[a]	31 July 1994

States parties	*Date of receipt of the instrument of ratification or accession*	*Date of entry into force*
Romania	7 January 1982[b]	6 February 1982
Russian Federation	23 January 1981[c]	3 September 1981
Rwanda	2 March 1981	3 September 1981
Saint Kitts and Nevis	25 April 1985[a]	25 May 1985
Saint Lucia	8 October 1982[a]	7 November 1982
Saint Vincent and the Grenadines	4 August 1981[a]	3 September 1981
Samoa	25 September 1992[a]	25 October 1992
Senegal	5 February 1985	7 March 1985
Seychelles	5 May 1992[a]	4 June 1992
Sierra Leone	11 November 1988	11 December 1988
Singapore	5 October 1995[a b]	4 November 1995
Slovakia[e]	28 May 1993[c d]	27 June 1993
Slovenia	6 July 1992[d]	5 August 1992
South Africa	15 December 1995[a]	14 January 1996
Spain	5 January 1984[b]	4 February 1984
Sri Lanka	5 October 1981	4 November 1981
Suriname	1 March 1993[a]	31 March 1993
Sweden	2 July 1980	3 September 1981
Switzerland	27 March 1997[a]	26 April 1997
Tajikistan	26 October 1993[a]	25 November 1993
Thailand	9 August 1985[a b c]	8 September 1985
The former Yugoslav Republic of Macedonia	18 January 1994[d]	17 February 1994
Togo	26 September 1983[a]	26 October 1983
Trinidad and Tobago	12 January 1990[b]	11 February 1990
Tunisia	20 September 1985[b]	20 October 1985
Turkey	20 December 1985[a b]	19 January 1986
Turkmenistan	1 May 1997[a]	31 May 1997
Uganda	22 July 1985	21 August 1985
Ukraine	12 March 1981[c]	3 September 1981
United Kingdom of Great Britain and Northern Ireland	7 April 1986[b]	7 May 1986

States parties	*Date of receipt of the instrument of ratification or accession*	*Date of entry into force*
United Republic of Tanzania	20 August 1985	19 September 1985
Uruguay	9 October 1981	8 November 1981
Uzbekistan	19 July 1995[a]	18 August 1995
Vanuatu	8 September 1995[a]	8 October 1995
Venezuela	2 May 1983[b]	1 June 1983
Viet Nam	17 February 1982[b]	19 March 1982
Yemen[h]	30 May 1984[a, b]	29 June 1984
Yugoslavia	26 February 1982	28 March 1982
Zambia	21 June 1985	21 July 1985
Zimbabwe	13 May 1991[a]	12 June 1991

[a] Accession.

[b] Declarations and reservations.

[c] Reservation subsequently withdrawn.

[d] Succession.

[e] Before becoming separate States on 1 January 1993, the Czech Republic and Slovakia formed part of Czechoslovakia, which State had ratified the Convention on 16 February 1982.

[f] Effective 17 May 1997, Zaire was renamed Democratic Republic of the Congo.

[g] With effect from 3 October 1990, the German Democratic Republic (which ratified the Convention on 9 July 1980) and the Federal Republic of Germany (which ratified the Convention on 10 July 1985) united to form one sovereign State, which acts in the United Nations under the designation "Germany".

[h] On 22 May 1990, Democratic Yemen and Yemen merged to form a single State, which acts in the United Nations under the designation "Yemen".

Annex II

States parties which have deposited with the Secretary-General instruments of the acceptance of the amendment to article 20, paragraph I, of the Convention

States parties	*Acceptance date*
Australia	4 June 1998
Brazil	5 March 1997
Canada	3 November 1997
Chile	8 May 1998
Denmark	12 March 1996
Finland	18 March 1996
France	8 August 1997
Guatemala	3 June 1999
Italy	31 May 1996
Liechtenstein	15 April 1997
Madagascar	19 July 1996
Malta	5 March 1997
Mexico	16 September 1996
Mongolia	19 December 1997
Netherlands	10 December 1997[a]
New Zealand	26 September 1996
Norway	29 March 1996
Republic of Korea	12 August 1996
Panama	5 November 1996
Sweden	17 July 1996
Switzerland	2 December 1997
United Kingdom	19 November 1997[b]

[a] For the Kingdom in Europe, the Netherlands Antilles and Aruba.

[b] For the United Kingdom of Great Britain and Northern Ireland, the Isle of Man, the British Virgin Islands, and the Turks and Caicos Islands.

Annex III

Objections to the Convention on the Elimination of All Forms of Discrimination against Women made between 1 August 1998 and 1 August 1999

[20 July 1998]

"The Government of France considers that the reservation made by Malaysia, as expressed in the partial withdrawal and modifications made by Malaysia on 6 February 1998, is incompatible with the object and purpose of the Convention. The Government of France therefore objects to the [said] reservation."

Annex IV

Communication received from the Kingdom of the Netherlands

[21 July 1998]

"The Government of the Kingdom of the Netherlands has examined the modification of reservations made by Malaysia to articles 5 (a) and 16.1 (a) and paragraph 2 of the [said] Convention.

"The Government of the Kingdom of the Netherlands acknowledges that Malaysia has specified these reservations, made at the time of its accession to the Convention. Nevertheless, the Government of the Kingdom of the Netherlands wishes to declare that it assumes that Malaysia will ensure implementation of the rights enshrined in the above articles and will strive to bring its relevant national legislation into conformity with the obligations imposed by the Convention. This declaration shall not preclude the entry into force of the Convention between the Kingdom of the Netherlands and Malaysia."

Annex V

Withdrawals of reservations and declarations to the Convention on the Elimination of All Forms of Discrimination against Women between 1 August 1998 and 1 August 1999

[14 September 1998]

"The Government of Belgium declares that it withdraws the reservation relating to article 7 of the Convention on the Elimination of All Forms of Discrimination against Women made on 10 July 1985 upon deposit of its instrument of ratification, the text of which reads as follows:

"The application of article 7 shall not affect the validity of the provisions of the Constitution as laid down in article 60, which reserves for men the exercise of royal powers, and in article 58, which reserves for the sons of the King or, where there are none, for the Belgian princes of the branch of the royal family in line to the throne, the function of *ex officio* senators as from the age 18 years, with entitlement to vote as from the age of 25 years."

Annex VI

Modification of reservation received between 1 August 1998 and 1 August 1999

[22 March 1999]

"1. The Government of the Republic of Maldives expresses its reservation to article 7 (a) of the Convention, to the extent that the provision contained in the said paragraph conflicts with the provision of article 34 of the Constitution of the Republic of Maldives.

"2. The Government of the Republic of Maldives reserves its right to apply article 16 of the Convention concerning the equality of men and women in all matters relating to marriage and family relations without prejudice to the provisions of the Islamic Sharia, which govern all marital and family relations of the 100 per cent Muslim population of the Maldives."

Annex VII

States parties whose reports have been submitted but have not yet been considered by the Committee on the Elimination of Discrimination against Women as of 1 August 1999

State party	*Date due*	*Date received*	*Document symbol*
A. Initial reports			
Cameroon	22 September 1995	9 May 1999	CEDAW/C/CMR/1
Democratic Republic of the Congo[a]	16 November 1987	1 March 1994	CEDAW/C/ZAR/1
India	8 August 1994	2 February 1999	CEDAW/C/IND/1
Jordan	31 July 1993	27 October 1997	CEDAW/C/JOR/1
Lithuania	17 February 1995	4 June 1998	CEDAW/C/LTU/1
Maldives	1 July 1994	28 January 1999	CEDAW/C/MDV/1
Myanmar	21 August 1998	14 March 1999	CEDAW/C/MMR/1
Republic of Moldova	31 July 1995	26 October 1998	CEDAW/C/MDA/1
B. Second periodic reports			
Democratic Republic of the Congo[a]	16 November 1991	24 October 1996	CEDAW/C/ZAR/2
Libyan Arab Jamahiriya	15 June 1994	14 December 1998	CEDAW/C/LBY/2
Netherlands	22 August 1996	10 December 1998	CEDAW/C/NET/2 and Add.1 and Add.2
Slovenia	5 August 1997	26 April 1999	CEDAW/C/SVN/2
Viet Nam	19 March 1987	February 1999	CEDAW/C/VNM/2
C. Combined second and third periodic reports			
Burkina Faso	13 November 1996	11 December 1997	CEDAW/C/BFA/2-3
Equatorial Guinea	22 November 1993	6 January 1994	CEDAW/C/GNQ/2-3
Germany	9 August 1994	8 October 1996	CEDAW/C/DEU/2-3
Iraq	12 September 1995	13 October 1998	CEDAW/C/IRQ/2-3
Uruguay	8 November 1990	3 February 1998	CEDAW/C/URY/2-3
D. Combined second, third and fourth periodic reports			
Jamaica	18 November 1993	17 February 1998	CEDAW/C/JAM/2-4
E. Third periodic reports			
Belarus	3 September 1990	1 July 1993	CEDAW/C/BLR/3
Democratic Republic of the Congo[a]	16 November 1995	2 July 1998	CEDAW/C/COD/1
Egypt	18 October 1990	30 January 1996	CEDAW/C/EGY/3
Finland	4 October 1995	28 January 1997	CEDAW/C/FIN/3
Luxembourg	4 March 1998	12 March 1998	CEDAW/C/LUX/3
		17 June 1998	CEDAW/C/LUX/3/Add.1
Yugoslavia	28 March 1991	14 October 1998	CEDAW/C/YUG/3

State party	*Date due*	*Date received*	*Document symbol*
F. Combined third and fourth periodic reports			
Austria	30 April 1991	25 April 1997	CEDAW/C/AUT/3-4
Belgium	9 August 1998	29 September 1998	CEDAW/C/BEL/3-4
Iceland	3 July 1998	15 July 1998	CEDAW/C/ICE/3-4
Mongolia	3 September 1990	8 December 1998	CEDAW/C/MNG/3-4
G. Fourth periodic reports			
Denmark	21 May 1996	9 January 1997	CEDAW/C/DEN/4
Germany	9 August 1998	27 October 1998	CEDAW/C/DEU/4
Japan	25 July 1998	24 July 1998	CEDAW/C/JPN/4
Nicaragua	26 November 1994	16 June 1998	CEDAW/C/NIC/4
Sweden	3 September 1994	21 May 1996	CEDAW/C/SWE/4
H. Combined fourth and fifth periodic reports			
Romania	6 February 1995	10 December 1998	CEDAW/C/ROM/4-5
Ukraine	3 September 1994	2 August 1999	CEDAW/C/UKR/4-5
I. Fifth periodic reports			
Russian Federation	3 September 1998	3 March 1998	CEDAW/C/USR/5

[a] By a communication dated 20 May 1997, the Secretariat was informed by the Member State formerly known as Zaire that the name of the State had been changed to the Democratic Republic of the Congo.

Annex VIII

Reports considered by the Committee on the Elimination of Discrimination against Women during the period 1 August 1998 to 1 August 1999

A. Twentieth session

Initial reports

Algeria

Kyrgyzstan

Liechtenstein

Combined second and third periodic reports

Greece

Thailand

Third and fourth periodic reports

China

Fourth periodic reports

Colombia

B. Twenty-first session

Initial reports

Georgia

Nepal

Combined initial and second periodic reports

Belize

Combined second and third periodic reports

Ireland

Second and third periodic reports

China

Third and fourth periodic reports

Spain

United Kingdom of Great Britain and Northern Ireland

Annex IX

States parties whose reports are due and have not yet been submitted to the Committee on the Elimination of Discrimination against Women as of 1 August 1999

State party	*Date due*
A. Initial reports	
Albania	10 June 1995
Andorra	14 February 1998
Angola	17 October 1987
Bahamas	5 November 1994
Benin	11 April 1993
Bhutan	30 September 1982
Bosnia and Herzegovina	1 October 1994
Botswana	12 September 1997
Brazil	2 March 1985
Burundi	7 February 1993
Cambodia	14 November 1993
Cape Verde	3 September 1982
Central African Republic	21 July 1992
Chad	9 July 1996
Comoros	30 November 1995
Congo	25 August 1983
Costa Rica	4 May 1987
Côte d'Ivoire	17 January 1997
Djibouti	2 January 2000
Dominica	3 September 1982
Eritrea	5 October 1996
Estonia	20 November 1992
Fiji	27 September 1996
Gambia	16 May 1994
Grenada	29 September 1991
Guinea	8 September 1983
Guinea-Bissau	22 September 1986
Haiti	3 September 1982
Kuwait	2 October 1995
Lao People's Democratic Republic	13 September 1982
Latvia	14 May 1993
Lebanon	21 May 1998
Lesotho	21 September 1996
Liberia	16 August 1985
Malaysia	4 August 1996

State party	*Date due*
Malta	7 April 1992
Mozambique	16 May 1998
Pakistan	11 May 1997
Papua New Guinea	11 February 1996
Saint Kitts and Nevis	25 May 1986
Saint Lucia	7 November 1983
Samoa	25 October 1993
Seychelles	4 June 1993
Sierra Leone	11 December 1984
Singapore	4 November 1989
Suriname	31 March 1994
Switzerland	26 May 1998
Tajikistan	25 October 1994
The former Yugoslav Republic of Macedonia	17 February 1995
Togo	26 October 1984
Trinidad and Tobago	11 February 1991
Turkmenistan	31 May 1998
Uzbekistan	18 August 1996
Vanuatu	8 October 1996
B. Second periodic reports	
Albania	10 June 1999
Angola	17 October 1991
Armenia	13 October 1998
Bahamas	5 November 1991
Benin	11 April 1997
Bhutan	30 September 1986
Bolivia	8 July 1995
Bosnia and Herzegovina	1 October 1998
Brazil	2 March 1989
Burundi	7 February 1997
Cambodia	14 November 1997
Cameroon	22 September 1999
Cape Verde	3 September 1986
Central African Republic	21 July 1996
Comoros	30 November 1999
Congo	25 August 1987
Costa Rica	4 May 1991
Croatia	9 October 1997
Czech Republic	24 March 1997
Dominica	3 September 1986
Estonia	20 November 1996

State party	*Date due*
Gabon	20 February 1988
Gambia	16 May 1998
Georgia	25 November 1999
Grenada	29 September 1995
Guinea	8 September 1987
Guinea-Bissau	22 September 1990
Guyana	3 September 1986
Haiti	3 September 1986
India	8 August 1998
Jordan	31 July 1997
Kuwait	2 October 1999
Lao People's Democratic Republic	13 September 1986
Latvia	14 May 1997
Liberia	16 August 1989
Lithuania	17 February 1999
Madagascar	16 April 1994
Malawi	11 April 1992
Maldives	1 July 1998
Mali	10 October 1990
Malta	7 April 1996
Morocco	21 July 1998
Namibia	23 December 1997
Nepal	22 May 1996
Republic of Moldova	31 July 1999
Saint Kitts and Nevis	25 May 1990
Saint Lucia	7 November 1987
Samoa	25 October 1997
Seychelles	4 June 1997
Sierra Leone	11 December 1993
Slovakia	27 June 1998
Suriname	31 March 1998
Tajikistan	25 October 1998
The former Yugoslav Republic of Macedonia	17 February 1999
Togo	26 October 1988
Trinidad and Tobago	11 February 1995
Zimbabwe	12 June 1996
C. Third periodic reports	
Angola	17 October 1995
Belize	15 June 1999
Bhutan	30 September 1990
Bolivia	7 July 1999

State party	*Date due*
Brazil	2 March 1993
Cape Verde	3 September 1990
Congo	25 August 1991
Costa Rica	4 May 1995
Cyprus	22 August 1994
Dominica	3 September 1990
El Salvador	18 September 1990
France	13 January 1993
Gabon	20 February 1992
Ghana	1 February 1995
Guatemala	11 September 1991
Guinea	8 September 1991
Guinea-Bissau	22 September 1994
Guyana	3 September 1990
Haiti	3 September 1990
Kenya	8 April 1993
Lao People's Democratic Republic	13 September 1990
Liberia	16 August 1993
Libyan Arab Jamahiriya	15 June 1998
Madagascar	16 April 1998
Malawi	11 April 1996
Mali	10 October 1994
Mauritius	8 August 1993
Paraguay	6 May 1996
Saint Kitts and Nevis	25 May 1994
Saint Lucia	7 November 1991
Senegal	7 March 1994
Sierra Leone	11 December 1997
Sri Lanka	7 November 1990
Togo	20 October 1992
Trinidad and Tobago	11 February 1999
Tunisia	20 October 1994
Uganda	21 August 1994
Viet Nam	19 March 1991
Zambia	21 July 1994
D. Fourth periodic reports	
Angola	17 October 1999
Argentina	14 August 1998
Australia	27 August 1996
Barbados	3 September 1995
Belarus	3 September 1994

State party	*Date due*
Bhutan	30 September 1994
Brazil	2 March 1997
Bulgaria	10 March 1995
Cape Verde	3 September 1994
Congo	25 August 1995
Costa Rica	4 May 1999
Cuba	3 September 1994
Cyprus	22 August 1998
Democratic Republic of the Congo	16 November 1999
Dominica	3 September 1994
Ecuador	9 December 1994
Egypt	18 October 1994
El Salvador	18 September 1994
Equatorial Guinea	22 November 1997
Ethiopia	10 October 1994
Finland	4 October 1999
France	13 January 1997
Gabon	20 February 1996
Ghana	1 February 1999
Greece	7 July 1996
Guatemala	11 September 1995
Guinea	8 September 1995
Guinea-Bissau	22 September 1998
Guyana	3 September 1994
Haiti	3 September 1994
Honduras	2 April 1996
Hungary	3 September 1994
Indonesia	13 October 1997
Iraq	12 September 1999
Ireland	22 January 1999
Italy	10 July 1998
Kenya	8 April 1997
Lao People's Democratic Republic	13 September 1994
Liberia	16 August 1997
Mali	10 October 1998
Mauritius	8 August 1997
Nigeria	13 July 1998
Panama	28 November 1994
Poland	3 September 1994
Portugal	3 September 1994
Rwanda	3 September 1994

State party	*Date due*
Saint Kitts and Nevis	25 May 1998
Saint Lucia	7 November 1995
Saint Vincent and the Grenadines	3 September 1994
Senegal	7 March 1998
Sri Lanka	4 November 1994
Thailand	8 September 1998
Togo	26 October 1996
Tunisia	20 October 1998
Turkey	19 January 1999
Uganda	21 August 1998
Ukraine	3 September 1994
United Republic of Tanzania	19 September 1998
Uruguay	8 November 1994
Venezuela	1 June 1996
Viet Nam	19 March 1995
Yemen	29 June 1997
Yugoslavia	28 March 1995
Zambia	21 July 1998
E. Fifth periodic reports	
Australia	30 April 1999
Bulgaria	10 March 1999
Canada	9 January 1999
Colombia	18 February 1999
Congo	25 August 1999
Dominica	3 September 1998
Ecuador	9 December 1998
Egypt	9 October 1998
El Salvador	18 September 1998
Ethiopia	10 October 1998
Guyana	3 September 1998
Haiti	3 September 1998
Hungary	3 September 1998
Lao People's Democratic Republic	13 September 1998
Mexico	3 September 1998
Mongolia	3 September 1998
Nicaragua	26 November 1998
Norway	3 September 1998
Panama	28 November 1998
Philippines	4 September 1998
Poland	3 September 1998
Portugal	3 September 1998

State party	*Date due*
Rwanda	3 September 1998
Saint Vincent and the Grenadines	3 September 1998
Sri Lanka	4 November 1998
Sweden	3 September 1998
Uruguay	8 November 1998
Venezuela	19 March 1999
Yugoslavia	28 March 1998

Annex X

Reports of States parties which have been overdue for more than five years

State party	*Date due*
A. Initial reports	
Angola	17 October 1987
Benin	11 April 1993
Bhutan	30 September 1982
Brazil	2 March 1985
Burundi	7 February 1993
Cape Verde	3 September 1982
Central African Republic	21 July 1992
Congo	25 August 1983
Costa Rica	4 May 1987
Dominica	3 September 1982
Estonia	20 November 1992
Grenada	29 September 1991
Guinea	8 September 1983
Guinea-Bissau	22 September 1986
Haiti	3 September 1982
Lao People's Democratic Republic	13 September 1982
Latvia	14 May 1993
Liberia	16 August 1985
Malta	7 April 1992
Nepal	22 May 1992
Saint Kitts and Nevis	25 May 1986
Saint Lucia	7 November 1983
Sierra Leone	11 December 1989
Togo	26 October 1984
Trinidad and Tobago	11 February 1991
B. Second periodic reports	
Angola	17 October 1991
Bhutan	30 September 1986
Brazil	2 March 1989
Cape Verde	3 September 1986
Congo	25 August 1987
Costa Rica	4 May 1991
Dominica	3 September 1986
Gabon	20 February 1988
Guinea	8 September 1987
Guinea-Bissau	22 September 1990
Guyana	3 September 1986

State party	*Date due*
Haiti	3 September 1986
Iraq	12 September 1991
Lao People's Democratic Republic	13 September 1986
Liberia	16 August 1989
Malawi	11 April 1992
Mali	10 October 1990
Saint Kitts and Nevis	25 May 1990
Saint Lucia	7 November 1987
Togo	26 October 1988
Viet Nam	19 March 1987
C. Third periodic reports	
Bhutan	30 September 1990
Brazil	2 March 1993
Cape Verde	3 September 1990
Congo	25 August 1991
Dominica	3 September 1990
El Salvador	18 September 1990
France	13 January 1993
Gabon	20 February 1992
Guatemala	11 September 1991
Guinea	8 September 1991
Guyana	3 September 1990
Haiti	3 September 1990
Kenya	8 April 1993
Lao People's Democratic Republic	13 September 1990
Mongolia	3 September 1990
Saint Lucia	7 November 1991
Sri Lanka	4 November 1990
Togo	26 October 1992
Viet Nam	19 March 1991
Yugoslavia	28 March 1991

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Advancement of women

Status of the Convention on the Elimination of All Forms of Discrimination against Women

Report of the Secretary-General

Corrigendum

Paragraph 3, final sentence

The sentence should read

The last country to ratify the Convention was Djibouti, on 2 December 1998 (see annex I for the complete list of States that have ratified, acceded to or succeeded to the Convention as at 1 August 1999, including the dates of the receipt of the instruments of ratification, accession or succession).

Paragraph 13, first sentence

The sentence should read

13. As at 1 August 1999, there were 243 overdue reports, of which 54 are initial reports, 57 are second reports, 39 are third reports, 64 are fourth reports and 29 are fifth reports (see annex IX).

Paragraph 28, first sentence

Replace the words "during the Commission on the Status of Women" with the words "during the fifty-fifth session of the Commission on Human Rights".

Annex I, title

The title should read

List of States parties that have ratified, acceded to or succeeded to the Convention on the Elimination of All Forms of Discrimination against Women as at 1 August 1999

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* A/54/150.

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